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SALARY AND WAGE RATE SURVEY ALBERTA

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RANGE OF WAGES, WEIGHTED AVERAGES AND MEDIANS BY SIZE AND TYPE OF FIRM ALBERTA AND FOUR MAJOR CITIES

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PREPARED BY
ALBERTA BUREAU OF STATISTICS
DEPARTMENT OF INDUSTRY AND DEVELOPMENT
EDMONTON, ALBERTA
JULY 1964

EIGHTH ANNUAL REPORT

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SALARY AND WAGE RATE SURVEY

1 MARCH 1964

SECTION 1 - Page 2

Range of Salary and Wage Rates, Weighted Averages and Medians

By Size and Type of Firm

Alberta - Calgary - Edmonton

SECTION 2 - Page 75

Range of Salary and Wage Rates, Weighted Averages and Medians

By Size and Type of Firm

Alberta - Lethbridge - Medicine Hat

****

WAGE AND SALARY RATE SURVEY - ALBERTA - 1964

This is the Eighth Annual Report of Salary and Wage Rates published by the Alberta Bureau of Statistics. Information as to salary and wage rates is obtained from a survey conducted by mail each year. This year the survey was conducted as at 1 March and salary and wage rates are shown for 159 job classifications in 10 types and 4 sizes of firms.

Salary and wage rates by occupation for Alberta, Calgary and Edmonton are shown in Section 1, and for Alberta, Lethbridge and Medicine Hat in Section 2.

In this report the range of wages, the median wage, and the weighted average wage are given for each occupation. The ranges shown are based on total employment (or size) of the reporting firms, and by type of firm. Also shown are the number of employees in each position and the number of firms reporting. Wherever there seemed to be enough employees reported to give a fair representation of the wage structure, figures were given for one or more of the cities. Detailed information has not been shown where less than three firms reported for any specific size or type of firm, or location, but the information is included in the summary wherever possible. In general, the larger the number of firms and of employees reported, the more representative will be the ranges and the averages.

SALARY RANGE

The "Alberta" ranges were examined closely and salaries in the upper and lower deciles (the upper and the lower 10%) were deleted and excluded from the report. Some latitude was taken in the editing: all salaries in the particular group where the "cut-off" point occurred, were retained and included in the report. This accounts for the fact that slightly less than 20% of all employees were finally excluded. (Compare tables B and C).

Only a small sample of the Provincial Civil Service personnel in Edmonton is included.

The relatively small number of persons shown in some occupations may bias the true range one way or another.

Where less than 5 employees are involved, no medians are shown.

No allowance has been made in this report, or on the questionnaire, for experience or special qualifications. To some extent this explains the wide range and disparity in male-female wages.

RATES OF PAY

Weekly Rates

Many firms reported weekly rates of pay. The weekly rates of pay were all converted to monthly rates by the following formula:

$$\frac{\text{Weekly rate of pay} \times 52 \text{ weeks}}{12 \text{ Months}}$$

For a person earning $60.00 a week, the monthly rate would be -

$$\frac{\$60.00 \times 52}{12} = \$260.00$$

Hourly Rates

Numerous firms reported both monthly and hourly rates of pay for some job classifications. Please refer to the table of contents in the front of this report for classifications where both hourly and monthly rates are shown. For all other positions where hourly rates were reported, the hourly rates of pay were converted to monthly rates by the following formula:

$$\frac{\text{Hourly rates of pay x number of hours worked per week x 52 weeks}}{\text{12 Months}}$$

For example, a person working a 40 hour week at $1.44 per hour, the monthly rate would be -

$$\frac{1.44 \times 40 \times 52}{12} \text{ === } \$249.60 \text{ (i.e. } \$250)$$

Median

The median wage rate is the rate in a graduated series which divides the series so that half the employees are paid at equal or higher rates and half at equal or lower rates. (See example below).

Weighted Averages

Method of computing: each reported rate for a given occupation, is multiplied by the number of employees receiving that rate; the totals are added together and divided by the number of employees in the occupation.

Example

For the position "Telephone Operator", 6 firms reported salary rates paid as follows:

No. of Employees No.		Salary Rate $		Gross Salary Paid $
1	x	200	=	200
1	x	200	=	200
1	x	210	=	210
1	x	210	=	210
1	x	220	=	220
1	x	250	=	250
1	x	255	=	255
1	x	260 (Median)	=	260
1	x	260	=	260
1	x	260	=	260
1	x	260	=	260
1	x	279	=	279
1	x	279	=	279
1	x	290	=	290
1	x	293	=	293
15				3,726

Number of Employees - 15 Number of Firms - 6
Range : $200 - $293
Median Rate - $260
Weighted Average - $\frac{3726}{15}$ = $248.40 (i.e. $248)

Note: The above example shows actual rates of pay reported in the 1964 survey. This information appears on page 11 of this report, in the Calgary column for the job classification of "Telephone Operator" (Female) in the Public Service.

Salary and wage rates have been shown by four sizes of firms and 10 types of firms. Additional breakdowns for sub-groups of firms within any of the 10 types shown may be obtained by writing to this Bureau. Please allow at least two weeks for requests to be filled.

Special surveys may be conducted by this Bureau for salary and wage rates in positions not included in this report, if requests are made by groups or associations of firms.

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WAGE AND SALARY SURVEY - ALBERTA

MARCH, 1964

Questionnaires were sent out to ten types of employing organizations during the last week of February 1964

TABLE A. FIRMS REPORTING BY TYPE AND LOCATION

By Type of Firm:	Manu-facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	59	63	14	10	44	16	24	49	14	25	318
Edmonton	82	29	16	11	64	16	30	51	20	40	359
Lethbridge	23		4	4	17	7	8	28	8	11	110
Medicine Hat	14		3	3	7	5	5	17	2	3	59
Other Locations	21	3	9	8	13	17	15	18	28	6	128
ALBERTA	199	95	46	36	145	61	72	163	72	85	974

TABLE B. EMPLOYEE COVERAGE BY TYPE OF FIRM AND LOCATION

By Type of Firm:	Manu-facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	1,755	3,738	1,618	988	967	417	623	1,323	2,517	836	14,845
Edmonton	3,205	1,028	4,318	910	1,440	733	605	1,496	4,605	704	19,044
Lethbridge	326		209	171	161	84	55	227	539	134	1,906
Medicine Hat	560		186	57	120	102	41	133	369	22	1,590
Other Locations	350	14	605	168	119	257	58	191	2,317	58	4,137
ALBERTA	6,196	4,780	6,999	2,294	2,807	1,593	1,382	3,370	10,347	1,754	41,522

TABLE C. EMPLOYEE COVERAGE BY TYPE OF FIRM AND LOCATION - AFTER UPPER AND LOWER DECILES ELIMINATED

By Type of Firm:	Manu-facturing	Oil Firms	Public Service	Department Stores	Wholesale	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	1,515	2,851	1,524	860	774	360	487	1,055	2,068	702	12,196
Edmonton	2,703	845	3,909	746	1,164	626	462	1,218	4,050	610	16,333
Lethbridge	236		188	154	117	71	25	160	473	97	1,521
Medicine Hat	504		164	45	104	79	24	82	324	13	1,339
Other Locations	212	7	527	117	101	184	36	126	1,898	31	3,239
ALBERTA	5,170	3,703	6,312	1,922	2,260	1,320	1,034	2,641	8,813	1,453	34,628

TABLE D. EMPLOYEE COVERAGE BY SEX AND LOCATION

	Male	Female	Total
Calgary	8,343	6,502	14,845
Edmonton	10,485	8,559	19,044
Lethbridge	987	919	1,906
Medicine Hat	817	773	1,590
Other Locations	1,698	2,439	4,137
TOTAL	22,330	19,192	41,522

TABLE E. EMPLOYEE COVERAGE BY SEX AND LOCATION AFTER UPPER AND LOWER DECILES ELIMINATED

Male	Male	Female	Total
Calgary	6,891	5,306	12,197
Edmonton	9,082	7,251	16,333
Lethbridge	783	738	1,521
Medicine Hat	686	653	1,339
Other Locations	1,288	1,950	3,238
TOTAL	18,730	15,898	34,628

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							CLERK (BEGINNING OF FIRST LEVEL)									
SIZE OF FIRM																
1 - 39	M	38	27	191 - 312	223	234	5	5	230 - 307	249	259	23	14	200 - 312	220	233
	F	102	68	175 - 251	195	201	30	18	175 - 251	193	201	45	31	175 - 247	191	201
40 - 99	M	58	24	190 - 318	231	241	35	14	191 - 318	250	253	22	9	190 - 286	213	222
	F	103	41	175 - 250	200	207	55	21	175 - 250	200	209	41	14	175 - 250	205	206
100 - 399	M	142	45	190 - 322	244	251	60	19	190 - 318	245	248	76	22	190 - 322	244	252
	F	291	53	175 - 254	220	215	120	27	175 - 251	215	213	161	23	175 - 254	229	217
400 +	M	202	24	190 - 320	238	247	55	9	205 - 320	293	287	143	13	190 - 318	229	232
	F	451	33	175 - 254	207	212	72	14	182 - 254	224	222	374	17	175 - 252	207	210
TYPE OF FIRM REPORTING																
Manufacturing	M	63	27	190 - 320	240	240	17	8	195 - 300	247	251	37	13	190 - 303	225	230
Manufacturing	F	52	24	175 - 250	210	208	13	8	175 - 240	210	209	32	12	175 - 250	207	205
Oil Firms	M	77	22	195 - 315	247	250	57	17	200 - 315	260	256	20	5	195 - 280	225	230
Oil Firms	F	115	27	180 - 254	224	222	81	21	180 - 254	225	224	34	6	190 - 250	218	218
Public Service	M	175	16	190 - 320	230	245	47	5	205 - 320	293	291	123	8	190 - 318	216	228
Public Service	F	420	17	175 - 252	207	214	51	7	175 - 248	228	220	367	9	175 - 252	207	213
Department Store	F	41	9	182 - 251	212	217	15	3	195 - 251	221	223	16	3	192 - 240	221	216
Wholesale Firms	M	28	18	190 - 315	223	229	6	5	204 - 315	238	245	20	11	190 - 265	217	223
Wholesale Firms	F	66	29	175 - 250	204	207	29	14	175 - 249	200	204	33	12	175 - 250	215	211
Automotive Firms	M	6	4	191 - 260	220	223	-	-	- -	-	-	3	3	200 - 260	-	236
Automotive Firms	F	19	14	175 - 225	200	198	7	5	175 - 219	200	198	8	5	175 - 225	190	196
Financial Firms	M	19	10	200 - 318	229	239	8	4	201 - 318	231	247	11	6	200 - 312	225	234
Financial Firms	F	71	24	175 - 244	194	196	33	7	180 - 241	200	199	33	13	175 - 244	185	192
Retail Firms	M	50	12	190 - 322	305	271	14	4	190 - 310	222	233	33	6	207 - 322	309	293
Retail Firms	F	46	25	175 - 251	196	200	15	7	185 - 251	195	205	23	13	175 - 247	200	198
Institution	M	22	8	190 - 295	235	224	-	-	- -	-	-	19	5	190 - 295	232	233
Institution	F	112	24	175 - 254	201	209	28	6	182 - 240	197	203	75	12	175 - 254	217	214
Summary	M	440	253	190 - 322	238	246	155	47	190 - 320	261	263	266	58	190 - 322	229	237
Summary	F	947	195	175 - 254	207	211	277	80	175 - 254	212	213	621	85	175 - 254	207	211

Definition of Duties: CLERK - (Beginning of First Level): Performs simple and elementary level clerical work of a routine or repetitive nature, under close supervision, sorts and distributes mail, addresses, stuffs and stamps envelopes, keeps simple records, operates standard office equipment such as adding machines, cash registers, mimeograph and ditto, makes simple arithmetical computations and performs other routine duties requiring a minimum of judgment.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							CLERK - GENERAL (INTERMEDIATE)									
SIZE OF FIRM																
1 - 39	M	91	63	260 - 470	330	343	39	25	271 - 470	375	356	39	25	260 - 465	325	336
	F	149	103	200 - 345	242	245	49	34	200 - 345	250	256	62	37	200 - 318	248	243
40 - 99	M	189	58	260 - 470	359	363	141	35	260 - 470	365	363	42	18	260 - 467	350	366
	F	140	63	200 - 345	245	258	63	25	200 - 345	255	266	51	23	200 - 343	247	260
100 - 399	M	322	63	260 - 470	355	359	168	33	260 - 470	381	377	140	25	260 - 468	345	341
	F	308	50	200 - 348	257	264	136	25	200 - 345	266	273	142	28	200 - 348	252	264
400 +	M	531	33	260 - 470	365	367	286	14	260 - 470	365	375	235	16	265 - 470	355	359
	F	352	36	202 - 345	267	268	140	14	206 - 345	274	276	210	14	202 - 345	260	262
TYPE OF FIRM REPORTING																
Manufacturing	M	163	56	260 - 465	345	345	51	22	260 - 460	355	353	94	24	260 - 465	339	345
Manufacturing	F	69	40	200 - 335	264	266	27	14	230 - 333	273	276	30	16	220 - 335	265	268
Oil Firms	M	496	54	275 - 470	400	394	347	40	275 - 470	400	393	58	13	275 - 470	413	402
Oil Firms	F	86	25	210 - 345	300	297	66	18	220 - 345	303	301	20	7	210 - 330	285	285
Public Service	M	299	20	260 - 455	357	357	110	6	260 - 440	365	364	177	10	260 - 455	350	354
Public Service	F	196	23	200 - 348	285	283	30	7	225 - 338	285	284	155	12	200 - 348	285	286
Department Store	M	3	3	260 - 390	-	315	-	-	- -	-	-	-	-	- -	-	-
Department Store	F	127	13	205 - 325	251	251	90	5	209 - 325	258	256	-	-	- -	-	-
Wholesale Firms	M	77	31	260 - 467	300	322	47	14	260 - 459	300	317	25	13	270 - 467	307	328
Wholesale Firms	F	67	34	200 - 339	255	262	34	17	200 - 339	273	273	28	13	200 - 338	246	254
Automotive Firms	M	9	7	260 - 350	280	292	-	-	- -	-	-	6	4	260 - 350	292	296
Automotive Firms	F	22	15	200 - 300	243	243	5	4	200 - 275	225	228	13	8	200 - 300	245	249
Financial Firms	M	42	18	260 - 463	318	329	22	10	262 - 463	338	341	20	8	260 - 375	304	315
Financial Firms	F	140	34	200 - 335	245	249	67	13	221 - 335	260	265	62	13	200 - 318	235	235
Retail Firms	M	93	13	260 - 400	343	340	37	8	260 - 400	338	326	55	4	292 - 397	353	350
Retail Firms	F	49	30	200 - 345	245	258	20	12	200 - 345	245	261	23	12	200 - 343	249	256
Institution	M	27	6	270 - 365	300	307	-	-	- -	-	-	15	3	270 - 365	295	299
Institution	F	178	31	200 - 337	231	240	43	5	206 - 337	256	259	111	12	200 - 315	230	236
Construction	M	14	9	268 - 450	350	365	-	-	- -	-	-	5	4	330 - 420	350	360
Construction	F	15	11	200 - 330	260	252	6	3	215 - 330	282	273	8	7	200 - 295	233	[illegible]
Summary	M	1133	217	260 - 470	359	362	634	107	260 - 470	365	372	456	84	260 - 470	350	352
Summary	F	949	256	200 - 348	256	262	388	98	200 - 345	266	271	465	102	200 - 348	252	260

Definition of Duties: CLERK - GENERAL (INTERMEDIATE): Performs a variety of moderately complex clerical duties, under general supervision, which require a knowledge of office procedures and methods. Gathers source material for reports, maintains and balances various types of ledger accounts, posts and records of moderate complexity, may explain policies and procedures to the public. May assign routine work to others in work-leader capacity, with limited responsibility for disciplinary supervision.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							PRINCIPAL (SENIOR) CLERK									
SIZE OF FIRM																
1 - 39	M	91	67	331 - 560	425	434	42	30	333 - 560	428	438	33	23	331 - 560	433	436
	F	63	43	249 - 390	300	302	20	4	249 - 390	310	311	29	21	250 - 350	297	296
40 - 99	M	97	36	333 - 575	445	450	69	22	333 - 575	467	463	25	12	360 - 525	410	417
	F	35	19	245 - 390	267	295	13	8	255 - 390	292	311	13	7	245 - 367	265	281
100 - 399	M	251	62	330 - 575	425	433	128	31	340 - 575	464	456	112	26	330 - 570	393	410
	F	73	25	248 - 393	319	314	29	9	251 - 361	290	301	41	14	252 - 393	322	328
400 +	M	255	31	330 - 573	450	448	132	13	346 - 573	450	454	106	13	330 - 560	455	449
	F	100	18	248 - 385	309	316	27	7	270 - 380	318	324	73	11	248 - 385	309	313
TYPE OF FIRM REPORTING																
Manufacturing	M	109	47	340 - 560	425	432	25	14	345 - 560	433	437	63	23	340 - 560	425	435
Manufacturing	F	14	12	260 - 385	325	321	-	-	- -	-	-	12	10	260 - 385	328	330
Oil Firms	M	248	46	330 - 575	485	481	204	36	347 - 575	487	486	44	10	330 - 570	462	460
Oil Firms	F	17	7	285 - 390	347	345	10	4	290 - 390	336	345	7	3	285 - 385	370	346
Public Service	M	146	19	330 - 511	415	420	32	6	365 - 495	399	407	101	8	330 - 511	445	428
Public Service	F	48	8	309 - 393	317	335	-	-	- -	-	-	44	6	309 - 393	309	333
Department Store	M	4	3	346 - 400	-	363	-	-	- -	-	-	-	-	- -	-	-
Department Store	F	64	8	251 - 369	294	297	31	3	251 - 369	303	303	-	-	- -	-	-
Wholesale Firms	M	38	23	330 - 553	390	396	19	11	333 - 553	403	408	18	11	330 - 500	372	388
Wholesale Firms	F	18	13	250 - 390	288	297	6	5	265 - 390	325	321	11	7	250 - 310	285	283
Automotive Firms	M	6	6	350 - 454	400	397	-	-	- -	-	-	3	3	350 - 400	-	367
Financial Firms	M	57	25	331 - 567	425	432	25	13	333 - 567	445	439	27	8	331 - 542	404	419
Financial Firms	F	44	18	250 - 375	306	305	15	8	252 - 367	303	305	26	8	250 - 375	299	302
Retail Firms	M	54	17	350 - 500	383	395	35	6	350 - 500	380	396	14	5	350 - 490	383	394
Retail Firms	F	15	12	249 - 351	280	290	9	7	249 - 351	310	305	6	5	250 - 300	268	269
Institution	M	20	4	350 - 500	393	421	-	-	- -	-	-	-	-	- -	-	-
Institution	F	47	23	245 - 380	300	299	12	7	255 - 380	305	309	21	8	245 - 345	316	299
Construction	M	12	6	375 - 500	445	443	10	4	375 - 500	445	445	-	-	- -	-	-
Summary	M	694	196	330 - 575	435	441	371	96	333 - 575	450	455	276	74	330 - 570	426	429
Summary	F	271	105	245 - 393	309	310	89	38	249 - 390	309	312	156	53	245 - 393	309	311

Definition of Duties: PRINCIPAL (SENIOR) CLERK: Performs difficult clerical work of a varied nature involving frequent exercise of independent judgment. Requires knowledge of policies, rules and procedures. Compiles and checks reports and tabulations, receives the public and handles inquiries, complaints and adjustments. Usually has some latitude of discretion in determining office methods and procedures, and in supervising a small group of clerical subordinates. Requires at least two years experience in clerical work.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							PAY ROLL CLERK (FULL TIME)									
SIZE OF FIRM																
1 - 39	M	8	8	250 - 465	343	338	-	-	- -	-	-	3	3	250 - 350	-	294
	F	16	15	234 - 350	283	286	10	9	239 - 350	308	297	5	5	238 - 315	281	274
40 - 99	M	15	15	275 - 450	357	357	8	8	285 - 450	346	356	7	7	275 - 433	390	358
	F	41	39	225 - 356	270	276	22	20	229 - 356	298	285	14	14	225 - 350	258	260
100 - 399	M	42	29	250 - 465	353	348	22	14	250 - 465	340	343	15	11	260 - 439	350	345
	F	51	39	215 - 368	275	280	25	16	215 - 350	281	281	23	20	215 - 368	271	279
400 +	M	19	11	300 - 450	390	380	-	-	- -	-	-	14	7	307 - 450	396	385
	F	45	25	215 - 368	295	292	18	10	248 - 368	303	305	27	15	215 - 350	280	283
TYPE OF FIRM REPORTING																
Manufacturing	M	29	25	260 - 465	375	369	9	8	260 - 433	303	327	11	10	300 - 439	385	377
Manufacturing	F	38	29	215 - 368	280	278	13	10	225 - 356	281	278	23	17	215 - 368	280	279
Oil Firms	M	9	8	275 - 450	360	370	5	5	335 - 410	355	369	4	3	275 - 450	-	371
Oil Firms	F	33	23	225 - 355	300	293	30	20	235 - 355	303	299	3	3	225 - 250	-	233
Public Service	M	9	3	265 - 403	378	364	-	-	- -	-	-	-	-	- -	-	-
Department Store	F	26	16	217 - 368	288	284	10	5	221 - 368	302	295	11	6	217 - 325	280	280
Wholesale Firms	F	11	11	229 - 340	275	290	7	7	229 - 340	300	294	4	4	250 - 335	270	281
Automotive Firms	M	8	4	260 - 375	342	325	-	-	- -	-	-	-	-	- -	-	-
Automotive Firms	F	5	5	215 - 325	275	269	-	-	- -	-	-	5	5	215 - 325	275	269
Retail Firms	M	11	7	275 - 465	342	349	7	4	275 - 465	330	348	4	3	307 - 400	-	350
Retail Firms	F	19	17	215 - 315	266	267	11	9	215 - 315	278	275	8	8	227 - 275	263	256
Institutions	M	3	3	344 - 425	-	393	-	-	- -	-	-	-	-	- -	-	-
Institutions	F	13	9	263 - 350	290	295	-	-	- -	-	-	10	6	263 - 350	288	294
Construction	M	15	11	250 - 450	350	338	9	5	250 - 450	350	324	6	6	250 - 411	316	326
Construction	F	4	4	250 - 315	275	279	-	-	- -	-	-	3	3	265 - 315	-	288
Summary	M	84	63	250 - 465	357	356	33	25	250 - 465	335	342	39	28	250 - 450	370	358
Summary	F	153	118	215 - 368	280	283	75	55	215 - 368	300	290	69	54	215 - 368	275	276

Definition of Duties: PAY ROLL CLERK (Full Time): Computes pay due each worker and prepares pay roll. May make out pay cheques and assist paymaster in making up and distributing envelopes. May use calculating machine, cheque writing machine, or typewriter.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						ACCOUNTING CLERK (BOOKKEEPER, SENIOR)										
SIZE OF FIRM																
1 - 39	M	40	40	300 - 495	375	386	14	14	303 - 495	388	398	11	11	325 - 474	360	380
1 - 39	F	82	76	225 - 360	283	287	27	25	240 - 350	285	288	32	29	238 - 360	300	302
40 - 99	M	35	25	300 - 500	402	403	20	13	300 - 500	409	408	10	7	330 - 481	418	413
40 - 99	F	29	25	225 - 365	285	294	11	11	233 - 365	300	307	14	10	225 - 335	285	294
100 - 399	M	55	30	300 - 495	385	393	28	12	300 - 490	387	395	23	14	315 - 495	385	398
100 - 399	F	18	16	225 - 365	283	287	5	5	225 - 350	281	289	7	7	229 - 365	292	298
400 +	M	62	17	296 - 495	404	402	15	5	300 - 485	450	424	46	11	296 - 485	393	393
400 +	F	86	8	225 - 354	333	327	-	-	- -	-	-	83	6	225 - 354	333	328
TYPE OF FIRM REPORTING																
Manufacturing	M	54	37	300 - 498	403	401	18	14	300 - 498	382	391	29	16	303 - 485	425	410
Manufacturing	F	23	22	225 - 360	300	294	10	10	242 - 350	300	295	10	10	225 - 360	284	295
Oil Firms	M	27	10	325 - 495	454	432	22	7	350 - 485	450	428	5	3	325 - 495	480	451
Oil Firms	F	10	8	225 - 335	300	297	7	5	225 - 330	300	294	3	3	275 - 335	-	303
Public Service	M	29	4	300 - 455	393	382	-	-	- -	-	-	-	-	- -	-	-
Public Service	F	74	4	305 - 350	337	336	-	-	- -	-	-	73	3	305 - 350	337	336
Department Store	F	7	4	251 - 351	281	291	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	22	18	325 - 470	371	381	7	5	325 - 450	383	385	11	9	327 - 470	363	378
Wholesale Firms	F	18	17	250 - 360	293	298	9	8	255 - 355	290	301	7	6	250 - 360	285	289
Automotive Firms	M	11	11	300 - 495	375	385	4	4	365 - 495	404	417	-	-	- -	-	-
Automotive Firms	F	14	13	225 - 365	265	284	3	3	300 - 350	-	327	4	4	265 - 365	308	311
Financial Firms	M	6	6	317 - 474	398	396	3	3	317 - 450	-	389	3	3	340 - 474	-	403
Financial Firms	F	13	11	233 - 355	285	291	5	5	233 - 291	260	262	7	5	281 - 355	325	317
Retail Firms	M	24	11	303 - 490	387	399	15	6	303 - 490	425	419	7	3	317 - 383	360	360
Retail Firms	F	23	23	225 - 354	262	272	3	3	240 - 281	-	257	11	11	229 - 354	300	300
Institution	M	6	5	296 - 425	375	365	-	-	- -	-	-	4	3	296 - 425	-	360
Institution	F	22	14	225 - 360	272	277	4	3	260 - 283	-	270	10	4	225 - 340	285	280
Construction	M	11	8	300 - 500	390	385	7	4	300 - 500	350	357	-	-	- -	-	-
Construction	F	11	9	225 - 365	281	292	3	3	254 - 365	-	323	7	5	238 - 325	281	288
Summary	M	192	112	296 - 500	393	396	77	44	300 - 500	400	404	90	43	296 - 495	393	395
Summary	F	215	125	225 - 365	323	304	46	43	225 - 365	290	293	136	52	225 - 365	323	317

Definition of Duties: ACCOUNTING CLERK (Bookkeeper, Senior): Maintains a uniform double-entry set of books, maintains journals and general ledgers of financial transactions, including revenue and expenditure analyses, posts and balances general and subsidiary ledgers, prepares claims and payrolls. May supervise several juniors engaged in related duties.

Size of firm (based on Total Employees) and Type of Firm Reporting	Male or Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
JUNIOR CLERK TYPIST (BEGINNING LEVEL)																
SIZE OF FIRM																
1 - 39	[illegible]	60	13	180 - 250	200	203	25	19	185 - 250	200	208	25	17	180 - 240	200	201
40 - 99	F	48	26	180 - 247	205	207	21	10	180 - 247	217	216	19	13	190 - 225	200	204
100 - 399	M	[illegible]	3	[illegible] - 230	-	[illegible]	-	-	-	-	-	-	-	-	-	-
100 - 399	F	147	45	180 - 255	210	214	53	18	183 - 248	220	219	83	21	182 - 255	210	212
400 -	F	339	31	180 - 256	210	212	90	10	180 - 255	223	224	245	18	180 - 256	207	211
TYPE OF FIRM REPORTING																
Manufacturing	F	74	31	[illegible] - 255	200	206		-	-	-	-	62	20	184 - 250	200	205
Oil Firms	F	45	21	190 - 255	224	220	35	15	190 - 255	224	223	10	6	190 - 230	210	210
Public Service	F	246	12	180 - 255	207	213	63	4	180 - 255	233	224	181	7	180 - 255	200	209
Department Store	F	33	9	[illegible] - 256	226	225	5	3	182 - 226	207	205	26	5	191 - 256	247	234
Wholesale Firms	F	43	21	180 - 247	216	214	17	9	180 - 247	218	220	17	8	180 - 245	217	215
Automotive Firms	F	4	3	180 - 200	-	190	-	-	- -	-	-	-	-	- -	-	-
Financial Firms	F	45	19	183 - 246	200	204	22	8	183 - 246	203	206	19	10	183 - 227	200	200
Retail Firms	F	13	9	195 - 227	200	205	9	6	195 - 220	200	204	4	3	195 - 227	-	206
Institution	F	90	19	180 - 255	210	213	30	4	190 - 255	222	222	49	9	190 - 254	205	209
Summary	M	5	4	183 - 280	235	223	-	-	- -	-	-	3	3	183 - 244	-	210
Summary	F	589	145	180 - 256	210	212	189	57	180 - 255	222	220	372	69	180 - 256	205	210
CLERK TYPIST (INTERMEDIATE)																
SIZE OF FIRM																
1 - 39	F	77	34	210 - 291	225	235	45	26	210 - 290	224	232	25	22	215 - 290	235	238
40 - 99	F	63	33	208 - 290	240	241	40	17	208 - 290	243	244	19	12	208 - 269	235	234
100 - 399	F	159	66	208 - 290	238	242	80	27	208 - 290	235	242	70	32	209 - 290	240	243
400 -	F	292	29	209 - 290	253	254	107	8	210 - 290	256	257	175	17	209 - 290	250	251

Definition of Duties: JUNIOR CLERK TYPIST (Beginning Level): Types reports, case records, statements, letters, charts and other material from copy and rough drafts, performs simple clerical duties. Must be able to type accurately with fair speed but no previous experience necessary.

Definition of Duties: CLERK TYPIST (INTERMEDIATE): Does detailed typing requiring the exercise of judgment and assumption of responsibility in carrying out assignments involving statistical, rough draft material, copying of technical or unusual business correspondence or other materials. Must be able to type accurately with good speed and lay out and arrange work. Approximately one year's experience necessary.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	CLERK TYPIST (INTERMEDIATE) (Continued)															
TYPE OF FIRM REPORTING																
Manufacturing	F	84	44	210 - 290	243	246	34	17	210 - 290	239	246	47	24	210 - 290	250	247
Oil Firms	F	101	25	215 - 290	250	253	80	18	217 - 290	250	254	21	7	215 - 285	250	248
Public Service	F	172	16	220 - 290	255	258	61	4	230 - 290	267	260	93	5	220 - 290	250	256
Department Store	F	7	4	225 - 271	242	246	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	F	31	24	210 - 291	247	245	9	8	210 - 247	225	227	19	13	215 - 277	255	254
Automotive Firms	F	9	8	209 - 275	225	233	5	4	225 - 275	235	246	4	4	209 - 225	218	217
Financial Firms	F	57	21	208 - 290	224	227	35	11	208 - 290	224	230	19	8	208 - 247	220	223
Retail Firms	F	22	19	210 - 290	242	242	9	8	220 - 251	240	238	11	9	210 - 290	244	241
Institution	F	102	18	209 - 280	233	237	27	5	210 - 262	220	227	58	8	209 - 280	243	242
Summary	F	591	182	208 - 291	243	247	272	78	208 - 290	243	246	289	83	208 - 290	245	247
	SENIOR CLERK TYPIST															
SIZE OF FIRM																
1 - 39	F	34	29	220 - 325	267	273	11	10	220 - 325	264	269	16	13	220 - 320	278	283
40 - 99	F	21	14	225 - 325	260	267	12	8	235 - 325	260	273	7	4	250 - 275	260	262
100 - 399	F	43	20	225 - 325	260	269	20	8	240 - 325	263	268	11	7	260 - 319	294	291
400 +	F	93	16	236 - 325	280	280	47	5	236 - 308	305	290	46	10	243 - 325	264	269
TYPE OF FIRM REPORTING																
Manufacturing	F	13	10	220 - 303	290	278	3	3	255 - 300	-	272	9	6	220 - 303	290	278
Oil Firms	F	20	10	254 - 325	290	290	17	8	254 - 325	285	286	-	-	- -	-	-
Public Service	F	39	5	225 - 315	305	295	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	F	15	4	230 - 325	265	267	5	4	250 - 325	260	272	7	7	238 - 303	270	276
Financial Firms	F	16	10	220 - 325	264	268	5	4	220 - 299	235	251	5	5	250 - 303	260	268
Retail Firms	F	12	7	245 - 325	284	284	11	6	245 - 325	275	283	-	-	- -	-	-
Institution	F	59	14	225 - 319	252	258	14	3	236 - 300	250	253	33	6	243 - 319	260	263
Construction	F	6	5	250 - 320	275	284	-	-	- -	-	-	5	4	250 - 320	275	288
Summary	F	191	79	220 - 325	270	275	90	32	220 - 325	281	281	80	34	220 - 325	270	274

Definition of Duties: SENIOR CLERK TYPIST: Requires the ability to type complex material at a high rate of speed and with accuracy. Performs difficult clerical work of a varied nature. Types from very rough drafts, may search for source material and compile reports. Frequently supervises junior typists and (or) clerical workers.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						JUNIOR STENOGRAPHER (BEGINNING LEVEL)										
SIZE OF FIRM																
1 - 39	F	61	43	200 - 275	220	225	22	15	200 - 275	228	234	34	24	200 - 270	217	220
40 - 99	F	54	35	200 - 275	225	230	30	18	200 - 275	225	230	22	15	200 - 275	228	230
100 - 399	F	125	48	200 - 275	239	238	79	25	200 - 275	240	240	41	19	200 - 260	238	236
400 +	F	186	29	200 - 275	235	236	56	10	210 - 275	244	244	115	16	200 - 275	230	232
TYPE OF FIRM REPORTING																
Manufacturing	F	41	23	200 - 275	235	237	9	6	200 - 275	225	236	28	13	200 - 270	250	240
Oil Firms	F	128	36	200 - 275	241	244	107	28	200 - 275	242	245	21	8	200 - 275	240	242
Public Service	F	117	17	200 - 270	236	234	16	5	200 - 270	245	240	84	8	200 - 268	230	233
Department Store	F	7	8	209 - 240	217	223	-	-	- -	-	-	4	3	212 - 240	-	230
Wholesale Firms	F	20	18	200 - 270	225	226	8	8	200 - 249	221	222	12	10	200 - 270	227	228
Automotive Firms	F	4	3	215 - 250	-	233	-	-	- -	-	-	4	3	215 - 250	-	232
Financial Firms	F	53	21	200 - 252	217	218	26	7	200 - 252	221	224	24	12	200 - 235	209	212
Retail Firms	F	18	14	200 - 275	235	236	11	7	220 - 275	241	243	6	6	218 - 250	226	231
Institution	F	30	9	200 - 264	220	223	-	-	- -	-	-	24	6	200 - 252	220	220
Construction	F	8	8	200 - 249	219	223	3	3	210 - 235	-	220	5	5	200 - 249	220	225
Summary	F	426	155	200 - 275	235	234	187	68	200 - 275	240	239	212	74	200 - 275	229	230
						SENIOR STENOGRAPHER										
SIZE OF FIRM																
1 - 39	F	97	70	240 - 325	275	277	42	30	240 - 325	279	283	47	32	240 - 325	261	270
40 - 99	F	126	59	240 - 325	275	277	85	33	240 - 325	275	279	37	23	240 - 325	265	272
100 - 399	F	248	58	240 - 325	285	284	139	29	240 - 325	280	281	104	24	242 - 325	290	288
400 +	F	379	38	240 - 325	275	277	170	13	240 - 325	285	286	160	18	240 - 325	270	270
TYPE OF FIRM REPORTING																
Manufacturing	F	74	42	240 - 325	281	284	22	16	240 - 325	275	283	40	18	250 - 325	290	287
Oil Firms	F	280	45	240 - 325	281	283	237	33	240 - 325	282	284	43	12	240 - 325	275	280
Public Service	F	190	26	240 - 325	280	278	35	9	240 - 325	300	296	110	10	240 - 325	280	277
Department Store	F	12	5	256 - 322	283	283	-	-	- -	-	-	8	3	256 - 322	289	289
Wholesale Firms	F	51	36	240 - 315	265	271	24	16	240 - 312	262	268	27	20	240 - 315	273	273
Financial Firms	F	69	29	240 - 325	263	270	36	12	240 - 325	266	275	30	14	240 - 325	252	261
Retail Firms	F	24	13	240 - 320	298	289	7	5	250 - 310	285	280	17	8	240 - 320	300	292
Institution	F	125	15	240 - 325	260	270	54	5	240 - 325	279	278	68	7	240 - 300	260	263
Construction	F	23	12	240 - 325	290	289	18	7	240 - 325	295	291	4	4	250 - 325	280	284
Summary	F	850	225	240 - 325	279	279	436	105	240 - 325	280	283	348	97	240 - 325	275	275

Definition of Duties: JUNIOR STENOGRAPHER (Beginning Level): Takes and transcribes from shorthand notes or from dictating machine, routine dictation involving generally used business terms and expressions. Must have general knowledge of company routines and set-ups. May type requisitions, orders, schedules and cheques. May work in stenographic pool under direct supervision.

Definition of Duties: SENIOR STENOGRAPHER: Records and transcribes dictation of more than average difficulty by use of shorthand and (or) transcribing machines. Requires knowledge of proper letter forms and complicated set-ups. Must be familiar with company organization and routines. May perform related clerical duties. Works under general supervision but must use judgment. May work in a stenographic pool.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							SECRETARY-STENOGRAPHER									
SIZE OF FIRM																
1 - 39	F	90	75	260 - 376	303	311	39	35	260 - 376	325	321	43	34	260 - 362	300	305
40 - 99	F	75	51	251 - 375	313	314	40	22	251 - 375	315	319	29	23	255 - 375	304	309
100 - 399	F	161	55	255 - 380	325	324	91	26	255 - 380	330	329	66	25	260 - 370	325	320
400 +	F	262	32	252 - 380	310	310	101	13	252 - 380	334	329	150	15	253 - 370	300	299
TYPE OF FIRM REPORTING																
Manufacturing	F	62	43	260 - 375	300	302	14	13	275 - 375	302	310	38	25	260 - 375	300	302
Oil Firms	F	182	47	260 - 380	335	332	104	40	260 - 380	335	334	18	7	262 - 370	312	316
Public Service	F	109	24	233 - 350	330	322	19	7	320 - 350	334	340	83	12	253 - 350	325	320
Department Store	F	13	7	252 - 346	320	305	-	-	- -	-	-	4	3	303 - 325	-	318
Wholesale Firms	F	28	21	251 - 376	300	301	12	10	251 - 376	307	311	14	10	255 - 375	288	298
Automotive Firms	F	6	6	260 - 346	288	293	-	-	- -	-	-	-	-	- -	-	-
Financial Firms	F	23	16	260 - 362	310	309	5	5	274 - 358	283	301	17	10	260 - 362	310	312
Retail Firms	F	24	15	255 - 370	300	305	13	8	255 - 370	315	315	11	7	267 - 330	288	294
Institution	F	113	15	260 - 350	290	296	22	3	260 - 350	302	307	88	9	260 - 350	290	293
Construction	F	28	19	260 - 375	300	310	13	6	275 - 375	325	324	13	12	260 - 360	300	304
Summary	F	588	213	251 - 380	315	314	271	96	251 - 380	329	326	288	97	253 - 375	300	306
							PRIVATE SECRETARY									
SIZE OF FIRM																
1 - 39	F	30	26	300 - 450	350	355	19	15	300 - 450	350	361	10	10	300 - 390	338	348
40 - 99	F	40	25	300 - 450	373	373	28	14	300 - 450	374	377	12	11	300 - 440	355	365
100 - 399	F	79	41	300 - 443	375	373	59	25	300 - 443	375	375	17	13	300 - 437	366	372
400 +	F	158	30	300 - 450	381	376	61	12	300 - 442	392	386	95	17	300 - 436	360	368
TYPE OF FIRM REPORTING																
Manufacturing	F	33	19	300 - 450	360	362	14	6	300 - 425	335	351	17	12	300 - 433	360	365
Oil Firms	F	112	38	300 - 450	398	389	102	32	300 - 450	397	389	10	6	335 - 437	395	386
Public Service	F	76	13	300 - 436	395	385	14	4	341 - 430	387	395	60	7	300 - 436	395	383
Department Store	F	13	7	325 - 411	368	366	7	4	325 - 411	368	369	6	3	325 - 400	357	363
Wholesale Firms	F	8	8	300 - 450	343	352	4	4	340 - 450	367	381	3	3	300 - 345	-	324
Financial Firms	F	9	8	300 - 390	345	344	4	3	300 - 380	-	343	5	5	300 - 390	345	345
Retail Firms	F	6	5	325 - 440	401	390	4	3	325 - 405	-	383	-	-	- -	-	-
Institution	F	37	13	300 - 380	330	335	9	3	300 - 375	330	333	27	9	300 - 380	330	336
Construction	F	11	9	300 - 375	330	339	8	6	300 - 375	335	339	3	3	325 - 365	-	338
Summary	F	307	122	300 - 450	375	373	167	66	300 - 450	380	378	134	51	300 - 440	364	367

Definition of Duties: SECRETARY - STENOGRAPHER: Performs secretarial duties for one or more supervisors. Takes dictation by shorthand and (or) transcribing machine. May be required to be versed in the technical language of a particular business. Relieves supervisors of minor office details and duties such as arranging appointments, replying to routine correspondence, interviewing callers, answering telephone queries, transmitting instructions, etc.

Definition of Duties: PRIVATE SECRETARY: Fully qualified stenographer to senior executive. Performs work of a confidential and technical nature. Takes dictation by shorthand and (or) transcribing machine. Schedules appointments and handles telephone calls. Must have thorough knowledge of routines, personnel, functions and policies, in order to relieve executive of minor duties.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							TELEPHONE OPERATOR									
SIZE OF FIRM																
1 - 39	F	70	68	190 - 290	236	233	28	27	200 - 290	240	241	32	31	193 - 275	236	232
40 - 99	F	84	76	190 - 299	233	233	44	38	200 - 289	233	234	34	34	190 - 299	238	238
100 - 399	F	135	91	188 - 297	234	238	64	41	191 - 296	245	243	55	39	195 - 297	225	240
400 +	F	119	36	190 - 293	250	243	45	13	200 - 293	255	253	67	19	190 - 280	242	238
TYPE OF FIRM REPORTING																
Manufacturing	F	63	53	190 - 295	240	240	21	18	200 - 281	245	246	36	29	190 - 295	239	240
Oil Firms	F	56	43	220 - 290	255	255	44	34	220 - 290	252	254	12	9	235 - 282	260	260
Public Service	F	44	18	190 - 293	250	239	15	6	200 - 293	260	248	25	8	198 - 273	250	236
Department Store	F	24	12	195 - 281	238	241	11	5	195 - 281	242	244	11	5	208 - 280	229	240
Wholesale Firms	F	41	39	190 - 297	234	235	18	17	200 - 285	232	234	22	21	190 - 297	237	237
Automotive Firms	F	14	14	195 - 290	223	224	4	4	200 - 235	215	216	8	8	195 - 290	232	231
Financial Firms	F	30	27	193 - 296	228	232	13	10	200 - 296	240	239	16	16	193 - 265	225	226
Retail Firms	F	40	22	190 - 299	222	227	21	11	191 - 265	220	225	18	10	190 - 299	222	230
Institution	F	84	31	188 - 293	233	232	28	8	202 - 293	252	243	34	11	200 - 275	244	239
Construction	F	12	12	200 - 270	245	241	6	6	215 - 270	250	250	6	6	200 - 255	238	233
Summary	F	408	271	188 - 299	240	238	181	119	191 - 296	245	243	188	123	190 - 299	240	238
							CALCULATING MACHINE OR COMPTOMETER OPERATOR									
SIZE OF FIRM																
1 - 39	F	15	13	200 - 291	239	244	4	4	235 - 275	248	251	5	5	204 - 288	225	232
40 - 99	F	39	26	200 - 314	241	246	23	16	200 - 303	251	254	15	9	200 - 314	235	237
100 - 399	M	19	6	217 - 310	250	253	9	5	240 - 310	275	272	-	-	- -	-	-
100 - 399	F	96	28	200 - 310	240	244	49	15	200 - 310	235	243	46	12	200 - 307	240	246
400 +	M	19	4	217 - 278	264	254	-	-	- -	-	-	9	3	217 - 278	242	238
400 +	F	131	20	207 - 310	252	256	35	7	225 - 310	254	260	95	12	207 - 310	251	255
TYPE OF FIRM REPORTING																
Manufacturing	M	22	4	217 - 280	257	252	-	-	- -	-	-	-	-	- -	-	-
Manufacturing	F	52	19	200 - 304	247	250	9	7	200 - 303	245	245	41	10	200 - 304	249	251
Oil Firms	M	6	5	250 - 310	300	291	5	5	250 - 310	300	291	-	-	- -	-	-
Oil Firms	F	66	15	215 - 310	257	255	50	13	215 - 310	250	250	-	-	- -	-	-
Public Service	F	43	4	207 - 285	240	245	-	-	- -	-	-	-	-	- -	-	-
Department Store	F	33	11	204 - 310	252	254	11	3	209 - 307	254	260	22	8	204 - 310	251	251
Wholesale Firms	F	49	24	200 - 307	247	250	16	9	225 - 303	261	263	28	11	200 - 307	240	243
Retail Firms	F	27	7	200 - 310	235	238	19	5	200 - 310	235	233	-	-	- -	-	-
Construction	F	4	4	280 - 314	293	295	3	3	280 - 300	-	288	-	-	- -	-	-
Summary	M	41	13	215 - 310	260	255	20	7	240 - 310	268	271	20	5	215 - 278	238	237
Summary	F	281	87	200 - 314	250	250	111	42	200 - 310	250	251	161	38	200 - 314	250	250

Definition of Duties: TELEPHONE OPERATOR: Operates a private branch telephone switchboard handling incoming, outgoing and internal calls. Gives routine information to the public, keeps records of long distance calls, may act as receptionist and may perform simple clerical and typing tasks.

Definition of Duties: CALCULATING MACHINE OR COMPTOMETER OPERATOR: Operates comptometer or calculating machines in checking extensions and additions on invoices, statements, etc. and in computing taxes, discounts, payrolls, interest, etc. Emphasis on machine operation, but work may involve minor clerical duties as well.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							BOOKKEEPING MACHINE OPERATOR									
SIZE OF FIRM																
1 - 39	M	4	3	225 - 360	-	285	-	-	- -	-	-	-	-	- -	-	-
1 - 39	F	79	63	181 - 305	233	234	23	23	217 - 303	270	263	25	21	185 - 305	240	237
40 - 99	M	3	3	225 - 285	-	258	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	80	54	181 - 304	241	241	40	23	184 - 304	250	242	25	21	200 - 303	250	254
100 - 399	M	7	5	275 - 325	295	296	6	4	275 - 316	290	291	-	-	- -	-	-
100 - 399	F	168	54	181 - 305	230	233	112	26	181 - 305	225	228	51	24	185 - 300	240	243
400 +	M	4	3	243 - 350	-	281	-	-	- -	-	-	-	-	- -	-	-
400 +	F	45	18	211 - 304	270	270	4	3	268 - 275	-	270	38	13	230 - 304	280	271
TYPE OF FIRM REPORTING																
Manufacturing	F	59	39	195 - 300	260	256	27	16	195 - 300	260	256	27	19	195 - 300	265	260
Oil Firms	F	22	14	200 - 303	273	268	18	12	200 - 303	272	269	-	-	- -	-	-
Public Service	F	23	5	218 - 305	270	262	-	-	- -	-	-	-	-	- -	-	-
Department Store	F	10	4	194 - 304	238	236	-	-	- -	-	-	9	3	195 - 304	238	241
Wholesale Firms	F	47	35	184 - 300	251	249	25	17	184 - 300	250	250	17	13	185 - 287	260	254
Automotive Firms	F	31	21	190 - 300	240	243	8	6	210 - 275	250	251	18	10	210 - 300	242	250
Financial Firms	F	122	26	181 - 305	208	214	77	8	181 - 304	208	214	21	10	185 - 305	220	227
Retail Firms	F	35	26	181 - 286	238	236	16	9	185 - 286	238	236	12	11	200 - 275	239	239
Institution	F	10	8	230 - 300	277	269	-	-	- -	-	-	6	4	235 - 300	280	272
Construction	F	13	11	190 - 303	265	260	6	5	250 275	262	263	6	5	225 303	270	270
Summary	M	18	14	225 - 360	283	284	8	6	243 - 316	290	288	7	5	225 - 360	280	284
Summary	F	372	189	181 - 305	240	239	179	75	181 - 305	235	236	139	79	185 - 305	250	251
							OFFICE EQUIPMENT MECHANIC									
SIZE OF FIRM																
1 - 39	M	47	7	253 - 536	350	366	-	-	- -	-	-	33	14	253 - 536	350	363
TYPE OF FIRM REPORTING																
Retail Firms	M	52	7	253 - 536	378	378	-	-	- -	-	-	39	5	253 - 536	390	379
Summary	M	57	9	253 - 536	369	375	-	-	- -	-	-	43	6	253 - 536	369	375

Definition of Duties: BOOKKEEPING MACHINE OPERATOR: Prepares and maintains ledger cards by making machine posting of debits, credits and balances, using standard bookkeeping machine having both alphabetic and numeric keyboards with calculating and cumulative attachments. Works under supervision but duties require some knowledge of the organizations' accounting procedures and policies, and a background of bookkeeping principles. Maintains files of related source documents. Does not include supervisory positions.

Definition of Duties: OFFICE EQUIPMENT MECHANIC: Performs skilled work in the maintenance and repair of typewriters, adding machines, comptometers, calculators, cheque protectors, and other office equipment. May assist in the training of typewriter servicemen, but personally performs the major repair work assignments.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							BILLING MACHINE OPERATOR									
SIZE OF FIRM																
1 - 39	F	11	10	180 - 300	240	242	6	5	220 - 295	245	251	3	3	180 - 300	-	232
40 - 99	F	15	13	180 - 250	210	211	5	4	180 - 230	220	212	8	7	184 - 250	205	213
100 - 399	F	24	15	180 - 300	250	242	7	3	255 - 300	264	268	12	8	199 - 292	249	244
400 +	F	33	9	217 - 305	254	257	13	4	251 - 305	268	278	17	3	221 - 281	251	248
TYPE OF FIRM REPORTING																
Manufacturing	M	4	4	270 - 330	295	298	-	-	- -	-	-	-	-	- -	-	-
Manufacturing	F	16	10	180 - 300	237	236	-	-	- -	-	-	10	6	206 - 292	249	243
Public Service	F	7	5	180 - 225	207	204	-	-	- -	-	-	-	-	- -	-	-
Department Store	F	35	10	199 - 303	256	257	15	4	251 - 303	268	271	19	5	199 - 281	251	246
Wholesale Firms	F	9	8	200 - 268	230	232	6	5	220 - 268	230	238	3	3	200 - 245	-	220
Retail Firms	F	10	9	180 - 300	223	224	-	-	- -	-	-	6	5	180 - 300	195	217
Summary	M	5	5	261 - 330	290	290	-	-	- -	-	-	-	-	- -	-	-
Summary	F	83	47	180 - 305	250	243	31	16	180 - 305	264	260	40	21	180 - 300	248	238
							KEYPUNCH AND (OR) VERIFIER OPERATOR									
SIZE OF FIRM																
1 - 39	F	7	5	210 - 290	240	240	-	-	- -	-	-	7	5	210 - 290	240	240
40 - 99	F	22	10	210 - 320	250	258	13	4	210 - 320	275	271	9	6	210 - 268	250	239
100 - 399	F	55	21	210 - 320	262	260	39	12	210 - 320	265	263	16	9	215 - 280	260	251
400 +	F	171	16	206 - 320	267	268	51	7	206 - 320	279	279	120	9	207 - 320	260	263
TYPE OF FIRM REPORTING																
Manufacturing	F	11	5	210 - 301	260	257	-	-	- -	-	-	9	4	210 - 290	260	252
Oil Firms	F	96	17	206 - 320	275	270	63	14	206 - 320	275	269	33	3	210 - 320	275	270
Public Service	F	104	7	207 - 320	264	266	24	3	220 - 320	279	283	80	4	207 - 303	260	260
Wholesale Firms	F	12	6	210 - 300	245	247	-	-	- -	-	-	8	5	227 - 270	245	249
Automotive Firms	F	5	4	210 - 240	215	223	-	-	- -	-	-	5	4	210 - 240	215	223
Financial Firms	F	5	3	235 - 290	250	255	-	-	- -	-	-	5	3	235 - 290	250	255
Retail Firms	F	12	5	210 - 320	278	269	9	3	210 - 320	280	272	-	-	- -	-	-
Institution	F	10	5	220 - 265	245	243	-	-	- -	-	-	9	4	220 265	240	240
Summary	F	255	52	206 - 320	262	264	103	23	206 - 320	275	272	152	29	207 - 320	253	259

Definition of Duties: BILLING MACHINE OPERATOR: Prepares invoices or monthly bills from accounting records prepared by others, checking accuracy and completeness of billing data in course of work. Operates electrically-powered or manual type machine. Sorts copies of prepared bills for appropriate distribution. Majority of time is spent in typing bills.

Definition of Duties: KEYPUNCH AND (OR) VERIFIER OPERATOR: Transfers information from source documents onto a system of punch card records by means of a keypunch machine. The prime responsibility is for rapid and accurate operation. May also operate or can operate a verifier. Does not include full time supervisory positions.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						TABULATING MACHINE OPERATOR (JUNIOR)										
SIZE OF FIRM																
100 - 399	M	9	5	240 - 357	300	296	4	3	300 - 357	-	334	-	-	- -	-	-
400 +	M	34	10	229 - 399	310	311	18	5	260 - 399	322	325	16	5	229 - 360	292	296
400 +	F	5	4	216 - 300	260	252	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Oil Firms	M	23	8	260 - 360	305	304	12	6	260 - 350	295	296	-	-	- -	-	-
Public Service	M	14	4	229 - 399	341	333	-	-	- -	-	-	-	-	- -	-	-
Summary	M	47	17	229 - 399	305	309	24	9	260 - 399	322	323	23	8	229 - 375	285	294
Summary	F	22	7	185 - 300	215	221	-	-	- -	-	-	19	5	185 - 300	214	217
						TABULATING MACHINE OPERATOR										
SIZE OF FIRM																
40 - 99	M	7	6	303 - 430	375	374	4	3	370 - 415	-	384	3	3	303 - 430	-	362
100 - 399	M	12	7	300 - 450	388	384	11	6	300 - 450	400	391	-	-	- -	-	-
400 +	M	29	10	300 - 462	375	378	20	6	300 - 438	365	372	9	4	300 - 462	395	390
TYPE OF FIRM REPORTING																
Oil Firms	M	28	12	300 - 462	370	373	24	10	300 - 450	370	367	-	-	- -	-	-
Wholesale Firms	M	3	3	303 - 375	-	343	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	7	4	300 - 450	410	391	-	-	- -	-	-	-	-	- -	-	-
Summary	M	49	24	300 - 462	375	380	35	15	300 - 450	375	379	13	8	300 - 462	390	376
Summary	F	5	3	315 - 360	322	332	-	-	- -	-	-	-	-	- -	-	-
						TABULATING MACHINE SUPERVISOR										
SIZE OF FIRM																
40 - 99	M	7	7	415 - 600	425	478	4	4	417 - 600	498	503	3	3	415 - 500	-	444
100 - 399	M	7	7	400 - 642	570	526	5	5	400 - 642	570	528	-	-	- -	-	-
400 +	M	15	11	433 - 605	480	510	9	6	459 - 605	555	544	6	5	433 - 480	463	458
TYPE OF FIRM REPORTING																
Manufacturing	M	5	5	433 - 575	465	481	-	-	- -	-	-	4	4	433 - 480	457	457
Oil Firms	M	12	9	425 - 642	563	544	12	9	425 - 642	563	544	-	-	- -	-	-
Wholesale Firms	M	3	3	415 - 417	-	416	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	3	3	570 - 600	-	582	-	-	- -	-	-	-	-	- -	-	-
Summary	M	29	25	400 - 642	480	506	18	15	400 - 642	563	531	11	10	415 - 575	465	465
Summary	F	5	4	285 - 435	347	358	-	-	- -	-	-	5	4	285 - 435	347	358

Definition of Duties: TABULATING MACHINE OPERATOR (JUNIOR): This is a junior position requiring training but not experience. Operates such machines as sorter, collator, tabulator, interpreter, and reproducing punch either to prepare data for computer processing or to carry out complete card operations. Wires simple plug boards and makes minor adjustments to the equipment.

Definition of Duties: TABULATING MACHINE OPERATOR: Duties similar to Tabulating Machine Operator (Junior), but through greater experience and ability handles more complex operations and works with greater independence. May assist junior operators on particular applications and give them training as required.

Definition of Duties: TABULATING MACHINE SUPERVISOR: Supervises a group of employees operating tabulating machines and auxiliary equipment either to prepare data for computer processing or to carry out complete card operations. May assist in setting up other procedures within the organization. Schedules work so as to complete assignments with a minimum number of machine operations. Wires complete tabulating machine plug boards and supervises training of new employees.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
COMPUTER PROGRAMMER																
SIZE OF FIRM																
40 - 99	M	7	3	450 - 550	465	484	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	9	5	460 - 649	510	527	8	4	460 - 649	518	534	-	-	- -	-	-
400 +	M	23	6	425 - 629	506	502	16	4	442 - 629	506	510	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Oil Firms	M	15	6	442 - 629	510	518	14	5	442 - 629	518	522	-	-	- -	-	-
Public Service	M	8	3	483 - 649	506	543	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	10	3	450 - 575	468	481	-	-	- -	-	-	-	-	- -	-	-
Summary	M	46	16	425 - 649	482	500	34	11	442 - 649	506	510	12	5	425 - 593	450	471
Summary	F	5	3	375 - 450	400	410	-	-	- -	-	-	5	3	375 - 450	400	410
CONSOLE OPERATOR																
SIZE OF FIRM																
400 +	M	14	5	315 - 485	408	409	-	-	- -	-	-	4	3	315 - 475	-	357
Summary	M	15	6	315 - 485	400	403	-	-	- -	-	-	5	4	315 - 475	318	349
Summary	F	4	4	250 - 400	379	352	-	-	- -	-	-	-	-	- -	-	-
SYSTEMS AND METHODS ANALYST																
SIZE OF FIRM																
40 - 99	M	10	5	570 - 775	700	677	9	4	570 - 775	700	674	-	-	- -	-	-
100 - 399	M	8	5	480 - 740	685	648	6	5	480 - 740	685	648	-	-	- -	-	-
400 +	M	13	5	539 - 770	570	605	10	4	539 - 770	570	607	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Oil Firms	M	14	7	480 - 770	571	615	14	7	480 - 770	571	615	-	-	- -	-	-
Summary	M	30	16	475 - 775	640	633	25	13	480 - 775	650	641	5	3	475 - 700	570	594

Definition of Duties: COMPUTER PROGRAMMER: Develops and prepares diagrammatic plans and instructions for solution of business, scientific and technical problems by electronic data processing equipment. Designs detailed programs and flow charts, indicating the necessary sequence of machine operations. Tests and proves out programs. Prepares instruction sheets for console operator.

Definition of Duties: CONSOLE OPERATOR: Operates a computer and on-line input output units by following the procedures as laid out in the manual of operation. This includes readying the equipment, loading the programmes and the ability to carry out restart procedures as well as error routines. May or may not have a knowledge of programming.

Definition of Duties: SYSTEMS AND METHODS ANALYST: Analyzes the organization served in terms of computer system requirements, and develops procedures to process data by means of data processing equipment. Confers with technical personnel and senior officials to determine applications to be handled and problems arising. Prepares definition of problem together with equipment needed for its solution, from which programmer prepares flow charts and computer instructions. May devise data verification methods and establishes standards for preparation of operating instructions. May co-ordinate and participate in the preparation of programs.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						PERSONNEL OFFICER OR TECHNICIAN										
SIZE OF FIRM																
40 - 99	M	9	7	425 - 684	650	586	-	-	- -	-	-	5	5	425 - 684	665	602
100 - 399	M	17	15	425 - 685	572	571	10	[illegible]	425 - 677	586	578	7	6	450 - 685	508	561
100 - 399	F	[illegible]	3	303 - 444	-	380	-	-	- -	-	-	-	-	- -	-	-
400 +	M	36	17	450 - 695	562	560	10	[illegible]	450 - 695	569	579	23	[illegible]	450 - 685	563	558
400 +	F	8	3	260 - 545	314	341	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	10	7	475 - 650	546	552	-	-	- -	-	-	[illegible]	3	475 - 650	570	568
Oil Firms	M	15	12	425 - 695	645	608	12	[illegible]	425 - 695	631	591	3	3	665 - 685	-	673
Public Service	M	27	11	450 - 685	562	556	6	3	521 - 623	562	564	20	7	450 - 685	563	554
Department Store	F	11	5	260 - 444	325	328	8	[illegible]	260 - 444	318	330	-	-	- -	-	-
Wholesale Firms	M	4	3	425 - 650	-	544	-	-	- -	-	-	-	-	- -	-	-
Institution	M	[illegible]	[illegible]	450 - 615	488	510	-	-	- -	-	-	3	3	450 - 615	-	530
Summary	M	64	41	425 - 695	563	565	25	18	425 - 695	572	574	35	19	425 - 685	565	565
Summary	F	13	7	260 - 545	338	353	[illegible]	4	260 - 444	321	330	-	-	- -	-	-
						ECONOMIST - STATISTICIAN										
SIZE OF FIRM																
40 - 99	M	6	3	465 - 725	576	590	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	7	6	475 - 725	700	634	5	[illegible]	475 - 725	700	624	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Oil Firms	M	[illegible]	[illegible]	540 - 725	668	650	3	3	540 - 725	-	655	-	-	- -	-	-
Summary	M	19	11	415 - 725	540	571	10	7	465 - 725	546	587	[illegible]	4	415 - 725	520	553
						ACCOUNTANT										
SIZE OF FIRM																
1 - 39	M	29	29	400 - 670	500	515	10	10	468 - 670	555	572	14	14	405 - 650	500	500
	F	3	3	250 - 350	-	312	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	25	23	400 - 639	495	512	15	13	450 - 639	490	516	8	8	400 - 620	498	508
100 - 399	M	72	32	400 - 670	545	540	57	19	400 - 670	557	546	11	9	400 - 650	534	527
400 +	M	63	12	403 - 645	511	514	25	[illegible]	427 - 638	500	520	34	4	403 - 610	515	506

Definition of Duties: PERSONNEL OFFICER OR TECHNICIAN: Performs responsible technical personnel work in such fields as recruitment and selection, job classification and salary administration, organization and method studies, and employee training. Prepares and rates tests, conducts selection interviews, conducts job audits and writes job descriptions, gathers and analyzes pay data, charts and analyzes business methods. Position requires university graduate in related field with one or two years experience in personnel administration. In large companies would report to the Personnel Manager.

Definition of Duties: ECONOMIST - STATISTICIAN: Performs professional work in economics and (or) statistics. Position requires university graduate with two to five years experience in related field. Organizes surveys, designs forms and procedures, reviews raw material, collects, interprets, and analyzes economic, financial, and social data, presents reports and recommendations. Gives advice and assistance in the analysis of costs, profits, and similar statistics. Supervises clerical staff and gives direction to key punch and tabulating machine operators where necessary.

Definition of Duties: ACCOUNTANT: Duties include preparation of financial statements and balance sheets, setting up new accounts and ledgers, preparing budgets, signing cheques, requisitions, and other vouchers. Supervises a group of clerical workers operating the accounting system. Little experience is necessary provided that the incumbent possesses a commerce degree, or membership in a recognized accounting society.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							ACCOUNTANT (Continued)									
TYPE OF FIRM REPORTING																
Manufacturing	M	43	25	400 - 665	500	514	23	14	400 - 665	500	506	13	[illegible]	405 - 610	500	514
Oil Firms	M	65	23	405 - 670	555	546	61	20	427 - 670	557	549	4	[illegible]	405 - 604	-	505
Public Service	M	37	8	403 - 624	520	515	10	4	475 - 624	557	545	-	-	- -	-	-
Wholesale Firms	M	[illegible]	8	411 - 650	500	524	-	-	- -	-	-	5	5	495 - 650	500	539
Automotive Firms	M	8	8	400 - 607	525	520	3	3	550 - 607	-	569	4	4	400 - 575	500	494
Financial Firms	M	5	[illegible]	400 - 485	417	434	-	-	- -	-	-	4	3	400 - 485	-	426
Retail Firms	M	10	7	475 - 650	550	556	-	-	- -	-	-	[illegible]	[illegible]	475 - 650	550	553
Institution	M	[illegible]	[illegible]	400 - 511	443	449	-	-	- -	-	-	-	-	- -	-	-
Construction	M	[illegible]	9	433 - 550	500	493	[illegible]	[illegible]	450 - 550	-	500	[illegible]	[illegible]	475 - 525	500	500
Summary	M	189	96	400 - 670	520	524	107	[illegible]	400 - 670	550	538	67	35	400 - 650	500	509
Summary	F	9	[illegible]	250 - 520	380	395	3	3	303 - 420	-	353	-	-	- -	-	-
							CHIEF ACCOUNTANT									
SIZE OF FIRM																
1 - 39	M	16	16	485 - 875	688	693	10	10	575 - 875	700	712	5	5	550 - 875	665	696
40 - 99	M	21	21	500 - 920	606	655	12	12	540 - 920	647	679	8	8	500 - 750	623	627
100 - 399	M	14	13	508 - 900	783	733	10	9	540 - 900	791	761	4	4	508 - 840	650	862
400 +	M	16	[illegible]	506 - 925	740	717	9	4	554 - 883	750	711	6	4	685 - 925	733	762
TYPE OF FIRM REPORTING																
Manufacturing	M	13	13	550 - 925	650	678	6	6	550 - 775	675	665	6	6	600 - 925	675	705
Oil Firms	M	22	16	554 - 920	791	780	20	14	554 - 920	785	773	-	-	- -	-	-
Public Service	M	8	6	506 - 824	700	667	-	-	- -	-	-	5	3	508 - 786	715	689
Wholesale Firms	M	6	6	540 - 700	588	608	[illegible]	4	540 - 700	588	604	-	-	- -	-	-
Retail Firms	M	6	[illegible]	500 - 900	580	632	5	[illegible]	540 900	600	659	-	-	- -	-	-
Construction	M	[illegible]	[illegible]	550 - 750	650	660	-	-	- -	-	-	[illegible]	[illegible]	550 - 750	628	647
Summary	M	67	59	485 - 925	700	695	41	35	540 - 920	750	714	23	21	500 - 925	685	684

Definition of Duties: CHIEF ACCOUNTANT: Directs an advanced and extensive accounting programme that requires solution of difficult accounting problems. Consults with other senior officials and plans the accounting procedures necessary to achieve objectives. Supervises an accounting division which consists of professional and clerical subordinates. Extensive experience and professional accounting qualifications are required.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	NON-PROFESSIONAL ACCOUNTANT - OFFICE SUPERVISOR															
SIZE OF FIRM																
1 - 39	M	69	69	390 - 708	485	511	27	27	400 - 700	575	553	30	30	390 - 708	464	498
	F	22	22	300 - 450	350	366	13	13	300 - 450	375	376	7	7	325 - 400	335	352
40 - 99	M	41	35	398 - 655	500	519	19	14	398 - 655	563	546	12	11	400 - 606	499	493
	F	9	9	292 - 500	368	389	3	3	303 - 500	-	390	5	5	292 - 500	400	403
100 - 399	M	76	33	405 - 710	550	545	48	14	405 - 710	550	552	23	15	412 - 693	495	528
	F	3	3	380 - 420	-	393	-	-	- -	-	-	-	-	- -	-	-
400 +	M	30	16	425 - 706	533	569	15	7	425 - 700	506	562	15	9	455 - 706	536	576
	F	3	3	370 - 450	-	415	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	33	32	393 - 706	530	524	8	8	400 - 645	569	537	15	15	393 - 706	541	545
Manufacturing	F	4	4	370 - 485	413	420	-	-	- -	-	-	3	3	370 - 485	-	418
Oil Firms	M	72	28	405 - 710	570	582	63	24	405 - 710	575	587	9	4	450 - 631	560	545
Oil Firms	F	5	5	350 - 450	425	412	4	4	350 - 450	430	415	-	-	- -	-	-
Public Service	M	19	6	412 - 705	490	520	-	-	- -	-	-	11	3	412 - 705	490	534
Wholesale Firms	M	22	21	390 - 690	473	502	8	8	420 - 668	483	516	10	9	390 - 690	475	499
Wholesale Firms	F	4	4	305 - 375	354	347	3	3	305 - 375	-	349	-	-	- -	-	-
Automotive Firms	M	12	12	420 - 635	500	514	3	3	485 - 635	-	540	[illegible]	3	420 - 600	-	540
Automotive Firms	F	5	5	300 - 400	335	340	-	-	- -	-	-	-	-	- -	-	-
Financial Firms	M	13	13	392 - 600	498	477	4	4	442 - 508	500	488	7	7	400 - 600	498	490
Financial Firms	F	4	4	330 - 380	345	350	-	-	- -	-	-	3	3	330 - 380	-	353
Retail Firms	M	18	17	398 - 675	473	497	6	6	398 - 650	479	505	10	9	400 - 675	462	484
Retail Firms	F	8	[illegible]	292 - 500	345	357	4	4	303 - 375	355	347	3	3	292 - 500	-	372
Institution	M	9	9	390 - 615	525	511	-	-	- -	-	-	7	7	390 - 615	530	508
Institution	F	[illegible]	4	380 - 450	410	412	-	-	- -	-	-	-	-	- -	-	-
Construction	M	18	15	400 - 708	500	505	9	6	400 - 600	500	484	[illegible]	8	425 - 708	513	532
Summary	M	216	153	390 - 710	525	533	109	62	398 - 710	550	552	80	65	390 - 708	500	520
Summary	F	37	37	292 - 500	370	378	18	18	300 - 500	375	382	15	15	292 - 500	370	379

Definition of Duties: NON-PROFESSIONAL ACCOUNTANT - OFFICE SUPERVISOR: Prepares balance sheets and financial statements. Sets up new accounts and ledgers, prepares budgets, supervises a group of clerical workers engaged in accounting and bookkeeping duties. Incumbent does not possess a recognized accounting qualification but due to experience is able to perform duties closely related to those of a professional accountant.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
OFFICE MANAGER OR ADMINISTRATIVE ASSISTANT																
SIZE OF FIRM																
1 - 39	M	84	75	400 - 831	547	557	24	22	425 - 831	550	579	33	29	400 - 825	563	587
	F	4	4	319 - 500	390	400	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	38	33	400 - 801	583	582	15	13	450 - 801	642	635	19	16	470 - 688	575	568
	F	4	4	285 - 425	363	359	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	48	37	400 - 833	583	586	16	10	400 - 825	613	623	28	23	400 - 833	565	571
400 +	M	57	15	411 - 831	543	573	16	8	411 - 792	644	620	37	5	431 - 831	520	557
400 +	F	15	5	350 - 455	393	400	-	-	- -	-	-	14	4	350 - 455	397	403
TYPE OF FIRM REPORTING																
Manufacturing	M	32	30	412 - 825	550	579	12	10	425 - 766	607	599	11	11	475 - 723	541	571
Oil Firms	M	20	17	522 - 795	700	682	15	12	522 - 795	700	681	5	5	650 - 700	700	685
Public Service	M	51	13	416 - 831	552	567	[illegible]	4	479 - 792	572	605	39	7	431 - 831	563	573
Department Store	M	4	3	411 - 693	-	563	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	32	29	400 - 833	547	551	8	8	475 - 801	547	579	16	15	410 - 833	603	559
Automotive Firms	M	16	14	400 - 700	488	502	-	-	- -	-	-	9	[illegible]	400 - 700	500	525
Financial Firms	M	35	26	400 - 825	563	577	12	8	490 - 725	611	600	17	12	400 - 825	600	589
Retail Firms	M	11	9	425 - 831	500	537	-	-	- -	-	-	8	6	430 - 650	500	519
Institution	M	10	8	400 - 600	512	514	-	-	- -	-	-	5	[illegible]	495 - 600	525	539
Institution	F	7	5	350 - 425	375	378	-	-	- -	-	-	5	[illegible]	350 - 425	375	384
Construction	M	16	11	450 - 825	563	589	11	6	450 - 825	575	597	4	[illegible]	500 - 650	587	581
Summary	M	227	160	400 - 833	552	571	71	53	400 - 831	600	610	117	73	400 - 833	562	570
Summary	F	24	14	285 - 500	389	394	4	[illegible]	285 - 500	335	363	19	9	346 - 455	395	401
BUYER OR PURCHASING ASSISTANT																
SIZE OF FIRM																
1 - 39	M	21	21	317 - 550	420	424	3	3	317 - 550	-	417	10	10	346 - 550	445	449
	F	11	5	190 - 320	225	244	4	3	257 - 320	-	299	-	-	- -	-	-
40 - 99	M	39	32	315 - 575	400	420	20	14	315 - 575	425	425	16	15	325 - 550	395	415
	F	14	4	186 - 350	186	228	13	3	186 - 325	186	219	-	-	- -	-	-
100 - 399	M	38	28	335 - 580	400	431	15	13	355 - 580	415	441	21	13	335 - 541	400	431
400 +	M	26	14	325 - 590	450	451	10	4	325 - 590	424	436	14	9	325 - 563	450	448

Definition of Duties: OFFICE MANAGER OR ADMINISTRATIVE ASSISTANT: Either supervises a large office with more than 15 employees, or works with limited supervisory responsibility, on a technical or staff function, as an assistant to a senior executive. Responsible for developing and improving work methods within the field of operations. This position could be filled by a commerce graduate with one or two years experience.

Definition of Duties: BUYER OR PURCHASING ASSISTANT: Conducts routine purchasing duties including analysis of market conditions, evaluation of quality and suitability and determination of the best and most economical purchases. These employees are restricted as to the variety and quantity of materials, supplies, and equipment with which they deal, and receive supervision from senior buyers with regard to departures from routine procedure.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
BUYER OR PURCHASING ASSISTANT (Continued)																
TYPE OF FIRM REPORTING																
Manufacturing	M	30	24	325 - 590	400	417	9	6	325 - 433	375	379	14	12	325 - 550	437	437
Oil Firms	M	16	4	400 - 590	498	493	15	13	400 - 590	490	490	-	-	- -	-	-
Public Service	M	10	5	345 - 563	459	462	-	-	- -	-	-	7	4	345 - 563	455	463
Wholesale Firms	M	33	22	315 - 550	375	405	11	6	315 - 475	367	380	19	13	325 - 550	375	421
Retail Firms	M	12	9	350 - 525	390	413	4	3	385 - 433	-	409	5	3	350 - 525	390	416
Retail Firms	F	10	4	191 - 325	230	258	4	3	314 - 325	-	321	-	-	- -	-	-
Institution	M	5	4	400 - 450	415	420	-	-	- -	-	-	4	3	400 - 450	-	422
Construction	M	14	13	375 - 575	433	456	5	4	375 - 575	425	469	[illegible]	8	380 - 537	430	448
Summary	M	124	95	315 - 590	422	430	48	34	315 - 590	421	432	61	47	325 - 563	425	434
Summary	F	25	9	186 - 350	217	235	17	6	186 - 325	186	238	-	-	- -	-	-
SENIOR BUYER OR PURCHASING AGENT																
SIZE OF FIRM																
1 - 39	M	37	37	350 - 700	475	490	14	14	350 - 686	467	484	13	13	350 - 650	498	509
40 - 99	M	33	26	350 - 706	485	493	16	16	399 - 706	538	554	9	6	390 - 530	442	445
100 - 399	M	46	39	375 - 705	513	523	20	16	375 - 680	500	520	18	15	380 - 705	558	544
400 +	M	33	21	370 - 661	515	517	13	[illegible]	450 - 661	526	535	18	11	370 - 642	505	509
TYPE OF FIRM REPORTING																
Manufacturing	M	36	30	370 - 668	500	507	19	14	400 - 668	475	494	11	10	370 - 642	550	512
Oil Firms	M	19	16	475 - 706	617	613	15	13	500 - 706	600	610	4	3	475 - 705	-	623
Public Service	M	16	[illegible]	412 - 593	498	493	-	-	- -	-	-	12	5	412 - 593	495	485
Wholesale Firms	M	35	26	350 - 693	433	456	11	10	399 - 600	459	471	15	11	400 - 693	455	499
Automotive Firms	M	6	6	350 - 700	415	468	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	12	12	350 - 701	500	508	4	4	430 701	522	544	5	5	350 - 600	500	490
Institution	M	10	10	375 - 615	430	461	-	-	- -	-	-	4	4	419 - 615	438	477
Construction	M	13	12	365 - 686	575	539	5	7	365 686	550	535	5	5	415 - 650	600	545
Summary	M	149	123	350 - 706	500	507	63	54	350 - 706	509	524	58	45	350 - 705	499	510
Summary	F	6	5	260 - 550	348	365	-	-	- -	-	-	4	3	260 - 550	-	373

Definition of Duties: SENIOR BUYER OR PURCHASING AGENT: Performs responsible technical work purchasing a great variety of materials, supplies and equipment in large quantities. The work is performed with considerable independence, although advice and direction are normally received from a senior buyer. In small companies may be responsible for all purchasing.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
PURCHASING DIRECTOR																
SIZE OF FIRM																
1 - 39	M	4	4	460 - 825	598	620	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	7	3	450 - 850	585	592	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	7	7	435 - 1000	850	729	4	4	850 - 1000	875	900	-	-	- -	-	-
400 +	M	8	8	520 - 1000	767	782	4	4	750 - 1000	844	844	4	4	550 - 835	746	719
TYPE OF FIRM REPORTING																
Oil Firms	M	7	7	460 - 1000	850	813	7	7	460 - 1000	850	813	-	-	- -	-	-
Public Service	M	5	5	445 - 750	742	662	-	-	- -	-	-	3	3	622 - 750	-	705
Wholesale Firms	M	8	4	435 - 610	569	537	-	-	- -	-	-	-	-	- -	-	-
Summary	M	26	22	435 - 1000	688	692	11	11	450 - 1000	850	794	11	7	435 - 835	585	616
DUPLICATING EQUIPMENT OPERATOR																
SIZE OF FIRM																
1 - 39	M	5	3	240 - 398	255	285	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	20	5	190 - 398	290	282	-	-	- -	-	-	5	3	240 - 398	290	303
Summary	M	29	7	190 - 398	260	274	-	-	- -	-	-	14	5	228 - 398	260	273
PHOTOPRINTER																
SIZE OF FIRM																
1 - 39	M	3	3	348 - 450	-	389	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	6	3	242 - 481	446	412	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	8	5	242 - 481	446	409	6	4	348 - 481	450	432	-	-	- -	-	-
Summary	M	13	7	240 - 481	370	363	6	4	348 - 481	450	432	7	3	240 - 442	270	303
PAPER CUTTER																
SIZE OF FIRM																
1 - 39	M	13	11	206 - 468	442	376	6	5	206 - 468	282	319	7	5	295 - 468	442	425
40 - 99	M	5	3	242 - 464	442	403	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	18	15	206 - 468	442	383	6	7	206 - 468	282	313	10	5	242 - 468	442	412
Summary	M	20	15	206 - 468	442	375	8	6	206 - 468	355	347	12	9	242 - 468	442	393

Definition of Duties: PURCHASING DIRECTOR: Supervises a large staff of subordinate buyers in directing a programme of large scale purchasing. Allocates and reviews the work of subordinates. Establishes work methods and procedures and maintains liaison with the Departments served. Works subject to limited direction from a senior executive.

Definition of Duties: DUPLICATING EQUIPMENT OPERATOR: Operates various types of stencil, electrocopy, ozalid, photostat, blueprint and multilith equipment used in the reproduction of forms, maps, letters, manuals, memoranda, and other manuscript materials. Work is performed under close supervision.

Definition of Duties: PHOTOPRINTER: Performs routine processing of exposed film and produces contact, enlarged or reduced prints. Prepares solution, sorts, trims, mounts, and files negatives and prints. Performs minor repairs on printers, dryers, and developing equipment. Closely supervised on other than routine tasks.

Definition of Duties: PAPER CUTTER: Maintains a paper cutting machine and cuts large quantities of various types and sizes of paper, in accordance with detailed written work orders.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							BINDERY CLERK									
SIZE OF FIRM																
1 - 39	F	36	18	115 - 295	278	242	15	7	165 - 286	277	240	19	10	174 - 295	279	255
40 - 99	F	14	3	156 - 296	217	230	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	F	50	21	115 - 295	264	239	22	8	156 - 286	259	236	26	12	174 - 295	278	249
Summary	F	58	22	115 - 295	251	243	22	8	156 - 286	260	236	34	13	174 - 295	274	250
							ENGINEER-IN-TRAINING									
SIZE OF FIRM																
1 - 39	M	13	10	350 - 575	490	476	3	3	450 - 500	-	473	9	6	350 - 550	490	466
40 - 99	M	15	5	450 - 550	495	498	7	3	450 - 550	550	507	-	-	- -	-	-
100 - 399	M	48	19	425 - 575	490	494	25	10	425 - 575	460	477	19	6	460 550	500	507
400 +	M	85	15	240 - 590	475	473	20	7	453 - 590	500	511	61	5	240 - 590	475	461
TYPE OF FIRM REPORTING																
Manufacturing	M	10	8	240 - 590	513	484	-	-	- -	-	-	8	6	240 - 590	525	491
Oil Firms	M	52	18	350 - 590	490	491	34	12	425 - 590	492	499	18	6	350 - 550	490	476
Public Service	M	85	14	415 - 575	475	474	10	4	458 - 517	465	471	67	4	415 - 545	475	470
Construction	M	14	9	400 - 550	490	494	10	6	450 - 550	488	498	4	3	400 - 550	-	485
Summary	M	161	49	240 - 590	477	482	55	23	425 - 590	480	493	97	19	240 - 590	477	473
							ENGINEER									
SIZE OF FIRM																
1 - 39	M	53	27	515 - 800	600	630	18	10	520 - 800	700	680	32	14	515 - 800	583	599
40 - 99	M	48	15	510 - 760	625	625	36	11	510 - 760	625	636	12	4	515 - 670	591	594
100 - 399	M	161	28	525 - 800	650	657	107	17	525 - 800	650	655	49	8	550 - 775	640	652
400 +	M	213	17	515 - 800	600	611	78	6	515 - 800	617	630	123	6	520 - 755	595	599

Definition of Duties: BINDERY CLERK: Operates and maintains various types of equipment used in large scale binding operations, including punching, cornering, scoring, folding, stapling, stitching, and collating. Work is performed under general supervision from written assignments.

Definition of Duties: ENGINEER-IN-TRAINING: This position requires the incumbent to hold a university degree in a field of engineering. Performs beginning level, professional, office, plant, and field work.

Definition of Duties: ENGINEER: Full membership in the Association of Professional Engineers. Has charge of projects in various fields of engineering. Supervises technical and drafting staff. Reports to a supervising engineer who reviews the work and gives advice where necessary.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							ENGINEER (Continued)									
TYPE OF FIRM REPORTING																
Manufacturing	M	33	11	525 - 785	620	637	-	-	- -	-	-	22	5	525 - 750	620	630
Oil Firms	M	227	43	515 - 800	643	649	169	32	515 - 800	650	656	58	11	515 - 765	630	630
Public Service	M	172	14	517 - 800	617	612	48	3	517 - 735	637	617	112	5	520 - 775	589	601
Construction	M	43	19	510 - 800	575	596	18	7	510 - 700	575	592	24	11	515 - 800	563	594
Summary	M	475	87	510 - 800	625	630	239	44	510 - 800	643	646	216	32	515 - 800	600	611
							SUPERVISORY ENGINEER									
SIZE OF FIRM																
1 - 39	M	26	18	700 - 1000	837	868	13	10	700 - 1000	900	860	13	8	750 - 1000	833	876
40 - 99	M	26	12	685 - 1000	800	804	16	8	700 - 1000	803	821	9	3	685 - 830	740	754
100 - 399	M	47	17	695 - 1000	850	863	34	10	730 - 1000	878	884	11	5	695 - 983	775	807
400 +	M	99	14	683 - 970	755	782	31	6	683 - 970	780	806	66	8	685 - 946	750	769
TYPE OF FIRM REPORTING																
Manufacturing	M	16	7	695 - 1000	850	842	-	-	- -	-	-	12	3	695 - 900	805	804
Oil Firms	M	76	29	685 - 1000	825	829	55	23	685 - 1000	830	841	21	6	685 - 925	795	797
Public Service	M	75	11	683 - 983	750	774	19	4	683 - 950	808	820	54	5	685 - 983	750	759
Construction	M	31	14	725 - 1000	850	869	19	6	725 - 1000	850	871	12	8	750 - 1000	833	866
Summary	M	198	61	683 - 1000	800	815	94	34	683 - 1000	835	844	99	22	685 - 1000	765	786
							CHIEF ENGINEER									
SIZE OF FIRM																
1 - 39	M	26	19	745 - 1175	930	926	13	11	745 - 1175	900	940	13	8	750 - 1000	960	911
40 - 99	M	23	13	701 - 1248	917	925	16	8	750 - 1248	1000	976	6	4	701 - 866	850	817
100 - 399	M	25	16	770 - 1275	1040	1033	19	11	775 - 1275	1060	1059	4	3	770 - 1105	-	932
400 +	M	32	7	750 - 1215	825	868	12	3	767 - 1215	875	940	20	4	750 - 1080	825	825

Definition of Duties: SUPERVISORY ENGINEER: Professional Engineer with several years of experience who has charge of difficult and complex projects involving supervision of professional, technical, office and field personnel.

Definition of Duties: CHIEF ENGINEER: Performs supervisory and administrative work in directing a specific field or grogramme of engineering. Exercises considerable initiative and professional knowledge in inaugurating and carrying to completion specific studies or programmes. Supervises professional subordinates and reports to top management.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							CHIEF ENGINEER (Continued)									
TYPE OF FIRM REPORTING																
Manufacturing	M	11	9	750 - 1200	967	973	8	6	750 - 1200	984	1006	3	3	770 - 1080	-	884
Oil Firms	M	30	21	745 - 1275	1045	1025	23	16	745 - 1275	1100	1051	7	5	850 - 1105	955	939
Public Service	M	34	9	745 - 1083	825	853	12	3	745 - 1060	875	896	19	3	750 - 900	825	817
Construction	M	31	16	701 - 1168	900	920	17	8	750 - 1168	1000	957	14	8	701 - 1000	833	874
Summary	M	106	55	701 - 1275	884	933	60	33	745 - 1275	1000	921	43	19	701 - 1105	831	860
							SURVEYOR									
SIZE OF FIRM																
1 - 39	M	4	3	475 - 600	-	525	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	10	4	390 - 593	511	503	-	-	- -	-	-	-	-	- -	-	-
400 +	M	31	6	385 - 595	455	470	5	3	417 - 592	530	510	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Oil Firms	M	15	5	400 - 593	511	503	8	4	400 - 592	472	488	-	-	- -	-	-
Public Service	M	29	6	385 - 595	455	462	-	-	- -	-	-	-	-	- -	-	-
Construction	M	5	4	425 - 600	475	505	4	3	425 - 550	-	481	-	-	- -	-	-
Summary	M	49	15	385 - 600	455	479	13	[illegible]	400 - 592	475	490	31	[illegible]	403 - 600	455	484
							ARCHITECT (INEXPERIENCED)									
SIZE OF FIRM																
1 - 39	M	6	4	450 - 550	500	508	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Construction	M	7	5	450 - 550	500	507	5	3	500 - 550	500	520	-	-	- -	-	-
Summary	M	31	7	435 - 595	545	525	5	3	500 - 550	500	520	26	4	435 - 595	545	526
							ARCHITECT (EXPERIENCED)									
SIZE OF FIRM																
1 - 39	M	11	[illegible]	600 - 1000	700	744	5	3	600 - 916	850	776	6	5	600 - 1000	685	717
400 +	M	8	3	625 - 831	657	677	-	-	- -	-	-	8	3	625 - 831	656	677
TYPE OF FIRM REPORTING																
Public Service	M	11	5	625 - 925	685	712	-	-	- -	-	-	11	5	625 - 925	685	712
Construction	M	16	9	600 - 1100	715	756	10	4	600 - 1100	800	780	6	5	600 - 1000	685	717
Summary	M	27	14	600 - 1100	700	738	10	4	600 - 1100	800	780	17	10	600 - 1000	685	714

Definition of Duties: SURVEYOR: Performs professional survey work to subdivide unsurveyed territory, establish control levels, and determine the legal limits of land acquired for various projects. Prepares field notes and drafts plans to form the basis of final and accurate maps. Exercises supervision over a small crew of technical and labouring personnel.

Definition of Duties: ARCHITECT (Inexperienced): Performs general architectural work concerned with the design, layout, and specifications of buildings, or alterations to existing structures. May exercise supervision over technical personnel. Projects are co-ordinated and reviewed by a senior architect.

Definition of Duties: ARCHITECT (Experienced): Organizes, co-ordinates, and reviews the architectural work performed on a wide variety of projects. Supervises professional subordinates and participates in complex aspects of the work.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	DRAFTSMAN (BEGINNING LEVEL)															
SIZE OF FIRM																
1 - 39	M	18	16	250 - 375	300	299	4	4	275 - 360	313	315	13	11	250 - 375	300	294
40 - 99	M	16	11	250 - 365	300	300	7	5	250 - 350	285	294	8	5	250 - 325	303	297
40 - 99	F	3	3	275 - 306	-	292	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	35	18	255 - 372	310	312	20	10	260 - 372	325	323	12	5	255 - 334	300	296
400 +	M	71	13	260 - 375	300	310	29	7	260 - 366	330	330	40	5	260 - 375	280	293
TYPE OF FIRM REPORTING																
Manufacturing	M	23	14	250 - 375	325	320	9	4	300 - 335	325	319	10	7	250 - 375	300	308
Oil Firms	M	43	22	250 - 375	300	303	27	15	250 - 372	300	306	16	7	250 - 375	300	298
Oil Firms	F	4	3	225 - 306	-	271	-	-	- -	-	-	-	-	- -	-	-
Public Service	M	55	6	260 - 365	300	308	-	-	- -	-	-	-	-	- -	-	-
Construction	M	17	14	250 - 360	300	301	6	5	275 - 360	313	318	10	8	250 - 350	292	290
Summary	M	140	58	250 - 375	300	308	60	26	250 - 372	325	323	73	26	250 - 375	290	294
Summary	F	7	6	220 - 306	258	258	3	3	225 - 295	-	265	4	3	220 - 306	-	252
	DRAFTSMAN - SKILLED															
SIZE OF FIRM																
1 - 39	M	58	26	345 - 500	400	415	21	9	350 - 500	425	424	33	15	345 - 500	375	410
40 - 99	M	61	15	420 - 500	480	434	48	9	355 - 500	440	434	11	4	375 - 500	412	432
100 - 399	M	112	32	420 - 500	415	428	60	18	350 - 500	425	424	50	12	360 - 499	405	411
100 - 399	F	3	3	332 - 417	-	370	3	3	332 - 417	-	370	-	-	- -	-	-
400 +	M	172	18	345 - 500	412	410	78	9	348 - 500	435	424	92	8	345 - 500	395	399
400 +	F	12	4	330 - 428	393	389	-	-	- -	-	-	-	-	- -	-	-

Definition of Duties: DRAFTSMAN (Beginning Level): Performs beginning level technical drafting work, makes tracings and drawings of engineering plans and designs (structural, mechanical, civil, etc.). Reduces field party notes, prepares maps, charts, and other drawings from rough notes and sketches. Work is checked for completeness and accuracy.

Definition of Duties: DRAFTSMAN - SKILLED: Performs skilled drafting work requiring a high degree of technical competence and a technical knowledge and background gained from practical experience and training in the field engaged in. May exercise some supervision over beginning level draftsman but this is not primarily a supervisory position.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	DRAFTSMAN - SKILLED (Continued)															
TYPE OF FIRM REPORTING																
Manufacturing	M	53	20	346 - 500	425	426	18	8	350 - 500	437	432	32	8	360 - 500	420	426
Oil Firms	M	164	37	345 - 500	425	425	125	26	355 - 500	430	427	39	11	345 - 499	416	418
Oil Firms	F	9	6	305 - 428	375	376	9	6	305 - 428	375	376	-	-	- -	-	-
Public Service	M	103	10	345 - 455	395	393	-	-	- -	-	-	83	5	345 - 455	393	390
Construction	M	81	23	350 - 500	425	424	47	9	350 - 500	435	432	30	12	350 - 500	400	414
Summary	M	403	91	345 - 500	415	416	207	45	348 - 500	425	426	186	39	345 - 500	401	406
Summary	F	16	8	305 - 428	386	380	9	6	305 - 428	375	376	-	-	- -	-	-
	SENIOR DRAFTSMAN (CHECKER)															
SIZE OF FIRM																
1 - 39	M	20	15	450 - 600	564	544	9	6	500 - 600	600	577	10	8	450 - 600	501	519
40 - 99	M	18	10	450 - 605	521	532	13	8	450 - 605	550	544	-	-	- -	-	-
100 - 399	M	36	19	430 - 612	536	528	23	12	455 - 612	525	526	13	7	430 - 600	565	534
400 +	M	85	12	435 - 618	495	500	50	9	439 - 618	502	510	35	3	435 - 550	480	485
TYPE OF FIRM REPORTING																
Manufacturing	M	13	10	450 - 600	535	534	7	6	450 - 600	525	516	6	4	475 - 600	557	554
Oil Firms	M	74	26	439 - 618	520	529	61	21	439 - 618	520	531	13	5	440 - 575	515	522
Public Service	M	48	5	430 - 560	459	474	-	-	- -	-	-	34	3	430 - 520	475	477
Construction	M	23	14	450 - 600	560	547	13	6	500 - 600	600	564	8	7	450 - 600	502	526
Summary	M	159	56	430 - 618	505	516	95	35	439 - 618	517	525	63	20	430 - 600	497	502
	STEAM PLANT FIREMAN - Monthly Rate (dollars per month)															
SIZE OF FIRM																
100 - 399	M	20	7	274 - 360	293	300	-	-	- -	-	-	-	-	- -	-	-
400 +	M	65	11	260 - 370	290	297	18	4	260 - 370	296	306	22	4	260 338	272	282
TYPE OF FIRM REPORTING																
Public Service	M	66	8	260 - 354	280	289	-	-	- -	-	-	30	3	260 - 315	274	280
Institution	M	12	8	274 - 360	308	309	-	-	- -	-	-	-	-	- -	-	-
Summary	M	88	21	260 - 370	290	299	21	7	260 - 370	315	310	36	6	260 - 338	278	284

Definition of Duties: SENIOR DRAFTSMAN (Checker): Duties similar to Draftsman - skilled but is responsible for preparing and checking highly complex work and for supervising the work of subordinate draftsmen.

Definition of Duties: STEAM PLANT FIREMAN: Performs semi-skilled work in the operation of a small steam plant or assists a steam plant engineer in the operation of a large steam plant. Checks gauge readings, water levels, chemical content, etc.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	STEAM PLANT FIREMAN - Hourly Rate (cents per hour)															
SIZE OF FIRM																
100 - 399	M	16	4	1.96 - 2.42	2.02 - 2.13		-	-	- -	-	-	16	4	1.96 - 2.42	2.02	2.13
TYPE OF FIRM REPORTING																
Manufacturing	M	16	5	1.96 - 2.33	2.19	2.16	-	-	- -	-	-	14	3	1.96 - 2.33	2.19	2.16
Summary	M	23	35	1.96 - 2.42	2.19	2.17	7	3	2.24 - 2.24	2.24	2.24	18	5	2.01 - 2.42	2.25	2.20
	HEATING PLANT ENGINEER (4th CLASS CERTIFICATE) - Monthly Rate (dollars per month)															
SIZE OF FIRM																
40 - 99	M	5	3	350 - 360	360	358	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	19	7	324 - 370	340	341	-	-	- -	-	-	-	-	- -	-	-
400 +	M	44	6	330 - 375	360	358	-	-	- -	-	-	23	3	330 - 375	360	354
TYPE OF FIRM REPORTING																
Public Service	M	44	5	330 - 375	360	356	-	-	- -	-	-	28	3	330 - 375	360	354
Institution	M	22	9	324 - 370	342	347	-	-	- -	-	-	5	3	345 - 360	360	357
Summary	M	69	17	324 - 375	360	353	13	4	330 - 370	360	357	34	7	330 - 375	360	354
	HEATING PLANT ENGINEER (4th CLASS CERTIFICATE) - Hourly Rate (cents per hour)															
SIZE OF FIRM																
100 - 399	M	6	3	1.85 - 2.13	2.03	2.01	-	-	- -	-	-	-	-	- -	-	-
400 +	M	9	4	2.11 - 2.32	2.26	2.23	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	17	7	1.90 - 2.36	2.26	2.21	-	-	- -	-	-	11	5	1.90 - 2.32	2.18	2.15
Summary	M	20	9	1.85 - 2.36	2.18	2.18	9	4	1.85 - 2.36	2.26	2.21	11	5	1.90 - 2.32	2.18	2.15
	CHIEF HEATING PLANT ENGINEER (3rd CLASS CERTIFICATE) - Monthly Rate (dollars per month)															
SIZE OF FIRM																
40 - 99	M	4	4	338 - 460	423	411	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	17	7	341 - 455	390	389	-	-	- -	-	-	-	-	- -	-	-
400 +	M	33	8	345 - 475	415	413	10	3	417 - 475	419	424	21	4	345 - 475	395	405

Definition of Duties: HEATING PLANT ENGINEER (4th Class Certificate): Takes charge of a shift responsible for the operation of low pressure gas fired boilers and auxiliary equipment. Incumbent requires a fourth class Engineer's Certificate.

Definition of Duties: CHIEF HEATING PLANT ENGINEER (3rd Class Certificate): Supervises a low pressure gas-fired boiler system and assumes responsibility for other services such as water supply, refrigeration, plumbing, sewage disposal, fire-alarm, and general mechanical maintenance. Incumbent requires a third class Engineer's Certificate.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	CHIEF HEATING PLANT ENGINEER (3rd CLASS CERTIFICATE) (Continued)															
TYPE OF FIRM REPORTING																
Public Service	M	11	4	388 - 475	455	439	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	3	3	338 - 460	-	418	-	-	- -	-	-	-	-	- -	-	-
Institution	M	40	12	341 - 435	395	395	-	-	- -	-	-	19	4	345 - 435	395	396
Summary	M	55	20	338 475	410	406	12	5	417 - 475	420	430	28	7	345 - 475	408	408
	CHIEF HEATING PLANT ENGINEER (3rd CLASS CERTIFICATE) - Hourly Rate (cents per hour)															
SIZE OF FIRM																
40 - 99	M	18	6	2.21 - 2.67	2 40	2 41	11	4	2.21 - 2.61	2.26	2.37	-	-	- -	-	-
100 - 399	M	22	5	2 29 2.55	2.54	2.49	-	-	- -	-	-	-	-	- -	-	-
400 +	M	39	7	2.18 - 2.68	2.56	2.56	5	3	2.47 - 2.68	2.47	2.55	34	4	2.18 - 2.78	2.56	2.58
TYPE OF FIRM REPORTING																
Manufacturing	M	61	15	2 18 - 2.76	2.47	2.46	23	7	2.21 - 2.61	2.47	2.44	34	7	2.18 - 2.76	2.54	2.47
Summary	M	79	18	2.18 - 2.78	2.54	2.51	25	9	2.21 - 2.68	2.47	2 45	50	8	2.18 - 2.78	2.56	2.55
	STEAM PLANT ENGINEER (2nd CLASS CERTIFICATE) - Monthly Rate (dollars per month)															
SIZE OF FIRM																
40 - 99	M	4	4	360 - 575	400	434	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	19	8	375 - 600	540	506	-	-	- -	-	-	-	-	- -	-	-
400 +	M	51	11	391 - 690	531	535	19	5	391 - 690	531	548	23	4	417 - 560	520	509
TYPE OF FIRM REPORTING																
Manufacturing	M	18	6	391 - 650	578	561	-	-	- -	-	-	-	-	- -	-	-
Public Service	M	29	5	475 545	520	524	-	-	- -	-	-	-	-	- -	-	-
Institution	M	20	9	360 - 575	417	453	11	3	375 - 531	480	466	-	-	- -	-	-
Summary	M	74	23	360 - 690	531	522	27	9	375 - 690	520	512	25	6	417 - 570	520	511

Definition of Duties: STEAM PLANT ENGINEER (2nd Class Certificate): Takes charge of a shift responsible for the operation of a high pressure steam plant. Also may have responsibility for electricity generation, fire-alarm system, water supply, sewage disposal, and compressed air supply. Incumbent requires a second class Engineer's Certificate. Does not supervise other engineers.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	STEAM PLANT ENGINEER (2nd CLASS CERTIFICATE) - Hourly Rate (cents per hour)															
SIZE OF FIRM																
100 - 399	M	30	8	2.76 - 3.18	2.92	2.96	13	3	2.83 - 3.18	2.92	2.99	16	4	2.76 - 3.18	2.92	2.94
400 +	M	24	7	2.72 - 3.05	2.79	2.84	-	-	- -	-	-	16	5	2.72 - 3.05	2.79	2.84
TYPE OF FIRM REPORTING																
Manufacturing	M	29	9	2.72 - 2.94	2.79	2.82	-	-	- -	-	-	20	6	2.72 - 2.94	2.79	2.84
Oil Firms	M	17	4	2.92 - 3.18	3.18	3.07	13	3	2.92 - 3.18	2.96	3.03	-	-	- -	-	-
Summary	M	54	15	2.72 - 3.18	2.91	2.91	21	5	2.72 - 3.18	2.92	2.93	32	9	2.72 - 3.18	2.90	2.89
	CHIEF STEAM PLANT ENGINEER (1st CLASS CERTIFICATE) - Monthly Rate (dollars per month)															
SIZE OF FIRM																
100 - 399	M	11	11	498 - 825	700	671	5	5	498 - 825	625	650	-	-	- -	-	-
400 +	M	20	14	468 - 820	637	619	8	5	468 - 758	666	646	11	8	480 - 820	575	597
TYPE OF FIRM REPORTING																
Manufacturing	M	10	9	468 - 820	663	657	-	-	- -	-	-	5	4	544 - 820	650	651
Oil Firms	M	7	5	600 - 825	669	691	6	4	600 - 825	666	684	-	-	- -	-	-
Public Service	M	7	4	625 - 800	655	676	-	-	- -	-	-	-	-	- -	-	-
Institution	M	6	6	480 - 758	538	564	-	-	- -	-	-	4	4	480 - 575	513	520
Summary	M	33	27	468 - 825	650	643	13	10	468 - 825	662	647	14	11	480 - 820	607	612
	MAINTENANCE MAN (MILLWRIGHT) - Monthly Rate (dollars per month)															
SIZE OF FIRM																
1 - 39	M	13	10	260 - 500	360	378	7	4	340 - 475	360	388	-	-	- -	-	-
40 - 99	M	31	26	260 - 520	375	369	12	12	260 - 485	388	382	10	8	273 - 520	358	368
100 - 399	M	21	15	302 - 525	369	375	9	6	325 - 475	369	380	10	7	302 - 525	374	374
400 +	M	85	16	281 - 530	415	422	42	7	281 - 530	407	425	36	8	306 - 518	409	418
TYPE OF FIRM REPORTING																
Manufacturing	M	23	17	260 - 525	390	397	8	5	275 - 397	374	363	10	8	344 - 525	400	416
Oil Firms	M	17	6	350 - 530	530	474	15	4	350 - 530	530	489	-	-	- -	-	-
Public Service	M	32	7	302 - 518	425	429	-	-	- -	-	-	20	4	302 - 518	435	435
Department Store	M	21	4	281 - 476	390	382	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	8	6	273 - 470	338	353	3	3	360 - 439	-	386	-	-	- -	-	-
Retail Firms	M	11	11	260 - 485	340	351	7	7	260 - 485	355	381	-	-	- -	-	-
Institution	M	35	13	260 - 520	399	384	20	5	329 - 452	399	393	8	3	385 - 520	417	428
Summary	M	150	67	260 - 530	399	401	70	29	260 - 530	397	408	58	25	273 - 525	400	402

Definition of Duties: CHIEF STEAM PLANT ENGINEER (1st Class Certificate): Supervises a large high-pressure steam plant and assumes responsibility for other services. Supervises engineers, firemen, and skilled and unskilled labour. Incumbent requires a first class Engineer's Certificate.

Definition of Duties: MAINTENANCE MAN (Millwright): Performs skilled work in two or more trade fields in the maintenance and repair of buildings, fixtures, and equipment. On minor jobs and routine work, works independently from work orders, sketches and specifications. May supervise trade helpers and may request the attendance of particular tradesman when work outside his fields of specialization is undertaken.

Size of Firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	MAINTENANCE MAN (MILLWRIGHT) - Hourly Rate (cents per hour)															
SIZE OF FIRM																
40 - 99	M	8	3	2.12 - 2.67	2.38	2.40	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	61	14	2.11 - 2.71	2.47	2.40	12	5	2.13 - 2.58	2.41	2.38	45	7	2.11 - 2.71	2.37	2.42
400 +	M	120	9	2.30 - 2.75	2.68	2.56	-	-	- -	-	-	93	5	2.30 - 2.70	2.68	2.60
TYPE OF FIRM REPORTING																
Manufacturing	M	189	25	2.11 - 2.75	2.53	2.50	37	9	2.12 - 2.65	2.24	2.35	139	12	2.11 - 2.71	2.65	2.54
Summary	M	193	28	2.11 - 2.75	2.53	2.50	37	9	2.12 - 2.65	2.29	2.35	142	14	2.11 - 2.71	2.65	2.54
	UTILITY WORKER - HANDYMAN - Monthly Rate (dollars per month)															
SIZE OF FIRM																
1 - 39	M	26	17	220 - 338	260	270	4	4	250 - 300	274	275	-	-	- -	-	-
40 - 99	M	28	14	225 - 340	333	309	12	6	225 - 333	333	305	11	4	300 - 340	333	328
100 - 399	M	27	12	220 - 345	280	281	10	3	262 - 345	280	291	4	3	220 - 303	-	265
400 +	M	121	10	246 - 345	330	317	-	-	- -	-	-	77	5	246 - 345	330	317
TYPE OF FIRM REPORTING																
Manufacturing	M	4	3	225 - 338	-	272	-	-	- -	-	-	-	-	- -	-	-
Oil Firms	M	7	3	260 - 310	262	274	-	-	- -	-	-	-	-	- -	-	-
Public Service	M	119	9	270 - 345	330	323	17	3	275 345	330	312	-	-	- -	-	-
Wholesale Firms	M	4	4	220 - 275	250	249	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	10	10	220 - 300	264	259	4	4	239 300	266	268	-	-	- -	-	-
Institution	M	50	19	238 - 345	290	291	7	3	250 - 345	302	295	25	6	246 - 330	300	299
Summary	M	202	53	220 - 345	315	305	35	15	225 - 345	300	296	93	13	220 - 345	330	316
	UTILITY WORKER - HANDYMAN - Hourly Rate (cents per hour)															
SIZE OF FIRM																
1 - 39	M	31	13	1.25 - 2.20	1.50	1.56	-	-	- -	-	-	3	3	1.50 - 1.75	-	1.67
40 - 99	M	25	12	1.44 - 2.20	1.84	1.80	10	6	1.50 - 2.20	1.92	1.91	-	-	- -	-	-
100 - 399	M	29	10	1.70 - 2.16	1.89	1.90	6	4	1.86 - 2.16	2.05	2.03	21	4	1.70 - 2.11	1.85	1.88
400 +	M	47	8	1.80 - 2.20	2.11	2.08	-	-	- -	-	-	24	5	1.80 - 2.20	2.03	2.08

Definition of Duties: UTILITY WORKER - HANDYMAN: Works at the tradesman's helper level in two or more trades. The work is semi-skilled and manual, and is normally closely supervised or inspected at frequent intervals. Includes general handyman position with work below journeyman level in a variety of fields.

Size of firm (based on Total Employees) and Type of Firms Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	UTILITY WORKER - HANDYMAN (Continued)															
TYPE OF FIRM REPORTING																
Manufacturing	M	55	23	1.25 - 2.20	1.89	1.82	14	10	1.84 - 2.20	1.92	1.98	31	9	1.45 - 2.20	2.00	1.96
Public Service	M	44	6	1.25 - 2.11	2.02	1.93	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	4	3	1.50 - 2.01	-	1.75	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	11	4	1.25 - 2.02	1.85	1.73	-	-	- -	-	-	-	-	- -	-	-
Construction	M	5	3	1.75 - 2.20	2.15	2.00	-	-	- -	-	-	-	-	- -	-	-
Summary	M	132	43	1.25 - 2.20	1.92	1.87	37	14	1.50 - 2.20	2.11	2.04	53	14	1.43 - 2.20	2.00	1.94
	JANITOR - Monthly Rate (dollars per month)															
SIZE OF FIRM																
1 - 39	M	31	23	230 - 300	251	257	12	7	230 - 279	253	255	13	10	240 - 300	251	259
40 - 99	M	43	27	230 - 330	270	273	10	10	235 - 320	294	284	26	13	240 - 330	255	269
100 - 399	M	166	35	230 - 325	281	279	76	11	242 - 325	275	276	69	14	230 - 325	292	287
400 +	M	460	20	232 - 330	290	289	72	7	232 - 321	291	291	376	11	237 - 330	290	289
TYPE OF FIRM REPORTING																
Manufacturing	M	35	12	230 - 330	268	381	13	4	238 - 310	268	270	18	6	241 - 330	281	284
Oil Firms	M	13	7	260 - 320	303	299	12	6	260 - 320	301	297	-	-	- -	-	-
Public Service	M	213	10	237 - 330	292	295	-	-	- -	-	-	172	5	237 - 330	292	297
Department Store	M	75	15	238 - 325	312	295	32	6	251 - 325	294	293	36	6	238 - 325	320	298
Wholesale Firms	M	11	9	240 - 300	260	271	-	-	- -	-	-	9	7	250 - 297	260	271
Automotive Firms	M	8	6	230 - 300	248	255	-	-	- -	-	-	7	5	230 - 300	245	256
Financial Firms	M	9	5	238 - 266	250	250	-	-	- -	-	-	7	3	242 - 250	250	249
Retail Firms	M	21	16	230 - 320	260	269	8	8	230 - 320	270	270	12	7	238 - 306	256	269
Institution	M	311	22	232 - 330	280	278	74	5	232 - 315	277	276	219	7	240 - 330	280	281
Construction	M	4	3	245 - 325	-	271	-	-	- -	-	-	-	-	- -	-	-
Summary	M	700	105	230 - 330	287	284	170	35	230 - 325	282	282	484	48	230 - 330	290	286
Summary	F	3	3	210 - 219	-	215	-	-	- -	-	-	-	-	- -	-	-

Definition of Duties: JANITOR: Under close supervision, sweeps, mops, dusts, scrubs and waxes floors, washes walls, woodwork, windows and mirrors, cleans washbowls and fixtures, arranges moves, and polishes furniture. May also operate a heating system not requiring a stationary engineer's certificate.

MONTHLY SALARY AND WAGE RATES

Size of Firm (Based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						JANITOR - Hourly Rate (cents per hour)										
SIZE OF FIRM																
1 - 39	M	10	10	1.25 - 1.81	1.45	1.47	3	3	1.35 - 1.40	-	1.38	6	6	1.25 - 1.81	1.50	1.51
40 - 99	M	22	15	1.30 - 1.99	1.69	1.67	8	6	1.30 - 1.99	1.81	1.74	8	6	1.35 - 1.96	1.53	1.60
100 - 399	M	54	17	1.25 - 1.99	1.39	1.48	10	7	1.50 - 1.99	1.76	1.75	41	8	1.25 - 1.89	1.31	1.41
400 +	M	85	7	1.50 - 1.99	1.84	1.81	-	-	- -	-	-	56	4	1.50 - 1.99	1.84	1.87
TYPE OF FIRM REPORTING																
Manufacturing	M	73	31	1.35 - [illegible]	[illegible]	[illegible]	18	13	1.35 - 1.99	1.81	1.77	51	15	1.35 - 1.99	1.99	1.80
Wholesale Firms	M	7	5	1.45 - [illegible]	[illegible]	[illegible]	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	87	9	1.25 - 1.84	1.69	1.57	29	3	1.30 - 1.78	1.69	1.65	53	4	1.25 - 1.84	1.38	1.53
Summary	M	171	49	1.25 - 1.99	1.69	1.67	49	18	1.30 - 1.99	1.69	1.69	111	24	1.25 - 1.99	1.75	1.66
						HEAD JANITOR - Monthly Rate (dollars per month)										
SIZE OF FIRM																
40 - 99	M	3	3	275 - 385	-	325	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	15	9	275 - 390	325	333	7	4	275 - 390	325	334	7	4	281 - 385	318	332
400 +	M	63	14	290 - 399	335	340	17	5	290 - 399	340	338	41	7	300 - 379	345	344
TYPE OF FIRM REPORTING																
Oil Firms	M	8	3	340 - 389	348	356	2	3	340 - 389	348	356	-	-	- -	-	-
Public Service	M	39	8	290 - 399	330	331	-	-	- -	-	-	26	4	294 - 379	330	337
Department Store	M	4	4	281 - 390	385	360	-	-	- -	-	-	-	-	- -	-	-
Institution	M	27	8	275 - 375	345	342	7	3	275 - 355	325	326	18	3	300 - 375	355	351
Summary	M	83	28	275 - 399	332	337	25	10	275 - 399	332	334	50	13	275 - 385	338	340
						HEAD JANITOR - Hourly Rate (cents per hour)										
SIZE OF FIRM																
100 - 399	M	4	4	1.33 - 1.88	1.55	1.58	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	4	4	1.40 - 2.16	1.61	1.80	-	-	- -	-	-	3	3	1.40 - 2.16	-	1.77
Summary	M	6	6	1.33 - 2.16	1.58	1.58	-	-	- -	-	-	3	3	1.40 - 2.16	-	1.77

Definition of Duties: HEAD JANITOR: Supervises and participates in the custodial and maintenance duties for a building which requires a small staff of janitors. Has responsibility for the maintenance of grounds, minor repairs to the building and fixtures, and for requisitioning supplies.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	ELEVATOR OPERATOR (FREIGHT) - Monthly Rate (dollars per month)															
SIZE OF FIRM																
100 - 399	M	4	3	258 - 282	-	272	-	-	- -	-	-	-	-	- -	-	-
400 -	M	4	3	235 - 316	-	289	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Department Store	M	4	3	235 - 316	-	289	-	-	- -	-	-	-	-	- -	-	-
Summary	M	8	6	235 - 316	281	281	4	3	235 316	-	287	4	3	258 - 290	-	278
	ELEVATOR OPERATOR (FREIGHT) - Hourly Rate (cents per hour)															
SIZE OF FIRM																
100 - 399	M	4	3	2.06 - 2.09	-	2.07	-	-	- -	-	-	-	-	- -	-	-
400 -	M	9	4	2.05 - 2.09	2.05	2.06	-	-	- -	-	-	7	3	2.05 - 2.09	2.06	2.06
TYPE OF FIRM REPORTING																
Manufacturing	M	13	7	2.05 - 2.09	2.06	2.06	5	3	2.05 - 2.06	2.06	2.06	8	4	2.05 - 2.09	2.06	2.07
Summary	M	13	7	2.05 - 2.09	2.06	2.06	5	3	2.05 - 2.06	2.06	2.06	8	4	2.05 - 2.09	2.06	2.07
	ELEVATOR OPERATOR (PASSENGER) - Monthly Rate (dollars per month)															
SIZE OF FIRM																
40 - 99	F	8	4	173 - 184	178	178	7	3	173 - 184	178	179	-	-	- -	-	-
400 +	M	16	3	230 - 280	275	271		-	-	-	-	-	-	- -	-	-
400 +	F	16	5	165 - 251	208	208			- -	-	-	14	3	165 - 248	202	201
TYPE OF FIRM REPORTING																
Public Service	M	24	3	230 - 292	280	[illegible]	-	-	- -	-	-	-	-	- -	-	-
Department Store	F	7	4	200 - 251	217	224	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	F	8	4	173 - 184	178	[illegible]	7	3	173 - 184	178	179	-	-	- -	-	-
Summary	M	28	5	230 - 292	280	[illegible]			-	-	-	24	3	230 - 292	280	278
Summary	F	25	10	165 - 251	[illegible]	[illegible]			173 - 251	178	192	16	5	165 - 248	203	200
	ELEVATOR OPERATOR (PASSENGER) - Hourly Rate (cents per hour)															
SIZE OF FIRM																
100 - 399	M	5	3	.85 - 1.25	1.24	1.12	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Retail Firms	M	5	3	.85 - 1.25	1.24	1.12		-	- -	-	-	-	-	- -	-	-
Summary	M	5	3	.85 - 1.25	1.24	1.12		-	- -	-	-	-	-	- -	-	-

Definition of Duties: ELEVATOR OPERATOR (Freight): Operates large freight elevator in either shipping or receiving departments. Moves incoming merchandise from receiving department to upper floors, or packed orders from packing rooms to shipping departments.

Definition of Duties: ELEVATOR OPERATOR (Passenger): Operates a passenger elevator, directs passengers to offices or departments, distributes mail or parcels, ensures the cleanliness of the elevator.

Size of Firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
WATCHMAN - Monthly Rate (dollars per month)																
SIZE OF FIRM																
1 - 39	M	5	3	234 - 312	245	256	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	12	6	200 - 290	279	272	-	-	- -	-	-	8	3	200 - 290	286	270
100 - 399	M	20	13	200 - 346	250	263	7	5	225 - 329	235	253	9	6	200 - 346	235	257
400 +	M	55	14	217 - 370	302	302	4	3	315 - 346	-	332	47	10	217 - 360	300	294
TYPE OF FIRM REPORTING																
Manufacturing	M	25	9	235 - 370	310	298	-	-	- -	-	-	12	3	250 - 346	310	306
Oil Firms	M	7	4	250 - 360	340	317	4	3	250 - 340	-	287	-	-	- -	-	-
Department Store	M	15	7	217 - 346	303	296	4	3	234 - 346	-	297	-	-	- -	-	-
Retail Firms	M	9	5	200 - 325	250	252	-	-	- -	-	-	8	4	200 - 325	239	251
Institution	M	13	6	254 - 315	290	288	-	-	- -	-	-	12	5	254 - 302	290	286
Summary	M	82	38	200 - 370	290	287	15	11	225 - 346	278	278	65	20	200 - 360	290	286
WATCHMAN - Hourly Rate (cents per hour)																
SIZE OF FIRM																
40 - 99	M	28	11	1.20 - 1.88	[illegible]	[illegible]	[illegible]	[illegible]	[illegible] - 1.85	1.56	1.58	10	4	1.25 - 1.82	1.40	1.48
100 - 399	M	22	9	1.19 - 2.09	[illegible]	[illegible]			-	-	-	7	3	1.50 - 2.09	1.93	1.91
400 +	M	24	6	1.64 - 2.16	[illegible]	1.91	-			-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	56	19	1.20 - 2.16	[illegible]	[illegible]	[illegible]	[illegible]	1.20 - 2.12	1.83	1.71	24	9	1.25 - 2.16	1.90	1.80
Public Service	M	11	3	1.41 - 1.77	1.77	1.73	-		- -	-	-	-	-	- -	-	-
Summary	M	78	26	1.19 - 2.16	[illegible]	[illegible]	[illegible]	[illegible]	1.19 - 2.12	1.77	1.64	25	10	1.25 - 2.16	1.88	1.79
PARKING LOT ATTENDANT - Monthly Rate (dollars per month)																
SIZE OF FIRM																
40 - 99	M	5	4	200 - 294	217	230	[illegible]	3	200 - 253	-	214	-	-	- -	-	-
100 - 399	M	6	3	185 - 200	185	190			- -	-	-	6	3	185 - 200	185	190
400 +	M	19	4	251 - 369	325	327	-		- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Department Store	M	15	4	251 - 369	325	324	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	8	4	185 - 238	190	190	-	-	- -	-	-	-	-	- -	-	-
Summary	M	31	12	185 - 369	325	283	15	5	290 - 369	325	299	14	5	185 - 338	288	266

Definition of Duties: WATCHMAN: Safeguards buildings and properties by making regular patrols. Also performs some janitorial duties as required. Punches watch clocks and reports suspicious happenings to the proper authorities.

Definition of Duties: PARKING LOT ATTENDANT: Directs traffic to proper parking facilities and buildings. Ensures that unauthorized persons do not use the lot, and that automobiles in the assigned area are free from damage or pilfering.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						GARDENER - Monthly Rate (dollars per month)										
SIZE OF FIRM																
100 - 399	M	8	4	290 - 335	300	308	-	-	- -	-	-	-	-	- -	-	-
400 +	M	38	13	262 - 345	315	314	7	4	270 - 334	315	309	22	5	262 - 345	315	311
TYPE OF FIRM REPORTING																
Public Service	M	16	6	270 - 345	323	319	-	-	- -	-	-	-	-	- -	-	-
Institution	M	32	13	262 - 345	315	310	9	4	290 - 335	310	314	16	6	262 - 345	307	306
Summary	M	48	19	262 - 345	315	313	12	5	270 - 335	305	309	24	7	262 - 345	315	313
						GARDENER - Hourly Rate (cents per hour)										
TYPE OF FIRM REPORTING																
Public Service	M	15	3	1.88 - 2.19	2.19	2.16	-	-	- -	-	-	-	-	- -	-	-
Summary	M	23	5	.85 - 2.19	1.10	1.77	21	3	.85 - 2.19	2.19	1.75	-	-	- -	-	-
						SENIOR GARDENER - Monthly Rate (dollars per month)										
SIZE OF FIRM																
400 +	M	29	9	300 - 415	375	367	-	-	- -	-	-	14	6	307 - 400	354	360
TYPE OF FIRM REPORTING																
Public Service	M	22	3	300 - 415	375	369	-	-	- -	-	-	-	-	- -	-	-
Institution	M	8	7	307 - 415	366	366	-	-	- -	-	-	7	6	307 - 400	347	358
Summary	M	33	11	300 - 415	375	370	-	-	- -	-	-	15	7	307 - 400	360	362
						LABOURER - Monthly Rate (dollars per month)										
SIZE OF FIRM																
1 - 39	M	43	15	200 - 368	300	285	11	7	303 355	320	324	13	5	250 - 368	325	315
1 - 39	F	12	3	160 - 195	167	173	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	104	10	172 - 377	302	280	31	4	180 - 325	302	256	39	4	248 - 377	355	343
100 - 399	M	10	5	215 - 375	275	272	-	-	- -	-	-	8	3	215 - 280	260	253
400 +	M	16	4	245 - 315	268	274	-	-	- -	-	-	16	4	245 - 315	267	274

Definition of Duties: GARDENER: Performs skilled work in the care, planting, and propagation of seedlings, plants, shrubs, and trees, in a greenhouse or in the grounds surrounding a building. May exercise supervision over unskilled workers.

Definition of Duties: SENIOR GARDENER: Acts as lead man to a team of skilled and unskilled workers in maintaining the grounds surrounding a building and the attendant greenhouses.

Definition of Duties: LABOURER: Performs routine manual work requiring no special previous training or experience but involving physical effort in the performance of such tasks as digging and filling trenches, loading and unloading materials on trucks and carriers, and hand trucking materials. Uses a variety of common hand tools including pick, shovel, mattock, axe, crowbar, and sledge hammer. Work is closely supervised and frequently checked in process and upon completion.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							LABOURER (Continued)									
TYPE OF FIRM REPORTING																
Manufacturing	M	48	9	200 - 377	325	314	-	-	- -	-	-	23	3	262 - 377	339	336
Manufacturing	F	12	1	160 - 220	195	191	-	-	- -	-	-	-	-	- -	-	-
Oil Firms	M	3	3	325 - 375	-	350	-	-	- -	-	-	-	-	- -	-	-
Public Service	M	35	5	250 - 315	285	284	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	31	5	172 - 368	191	227	-	-	- -	-	-	-	-	- -	-	-
Automotive Firms	M	7	3	215 - 280	250	244	-	-	- -	-	-	7	3	215 - 280	250	244
Retail Firms	M	23	5	180 - 355	180	229	21	3	180 - 355	180	228	-	-	- -	-	-
Institution	M	9	3	245 - 295	262	266	-	-	- -	-	-	9	3	245 - 295	262	266
Summary	M	173	34	172 - 377	285	280	44	9	180 - 375	315	278	76	16	215 - 377	322	314
Summary	F	45	6	153 - 220	153	167	-	-	- -	-	-	-	-	- -	-	-
							LABOURER - Hourly Rate (cents per hour)									
SIZE OF FIRM																
1 - 39	M	149	36	1.40 - 2.05	1.70	1.68	15	7	1.45 - 2.05	1.72	1.72	55	13	1.40 - 2.05	1.60	1.64
40 - 99	M	462	35	1.40 - 2.05	1.76	1.77	190	7[illegible]	1.40 - 2.05	1.71	1.71	220	13	1.40 - 2.05	1.91	1.88
40 - 99	F	53	3	1.10 - 1.50	1.10	1.13	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	471	21	1.40 - 2.05	1.80	1.80	261	9	1.40 - 2.05	1.85	1.81	118	8	1.40 - 2.01	1.81	1.83
400 +	M	604	12	1.60 - 2.05	1.87	1.83	181	4	1.60 - 1.91	1.91	1.81	286	6	1.62 - 2.05	1.88	1.88
TYPE OF FIRM REPORTING																
Manufacturing	M	818	54	1.40 - 2.05	1.74	1.75	317	19	1.45 - 1.99	1.68	1.71	314	22	1.40 - 2.05	1.87	1.82
Manufacturing	F	213	5	1.10 - 1.73	1.73	1.[illegible]4	-	-	-	-	-	-	-	- -	-	-
Oil Firms	M	147	5	1.40 - 2.00	1.88	1.84	27	2	1.50 - 1.91	1.91	1.87	120	3	1.40 - 2.00	1.88	1.84
Public Service	M	285	9	1.40 - 2.00	1.88	1.82	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	40	4	1.40 - 2.00	1.53	1.60	-	-	- -	-	-	40	4	1.40 - 2.00	1.53	1.60
Retail Firms	M	50	4	1.40 - 1.75	1.71	1.67	45	3	1.45 - 1.75	1.71	1.70	-	-	- -	-	-
Construction	M	326	24	1.40 - 2.05	2.05	1.88	112	9	1.40 - 2.05	2.05	1.85	113	7	1.50 - 2.05	2.05	2.01
Summary	M	1686	104	1.40 - 2.05	1.81	1.79	647	36	1.40 - 2.05	1.80	1.78	679	40	1.40 - 2.05	1.88	1.85
Summary	F	250	7	1.10 - 1.73	1.73	1.56	-	-	- -	-	-	44	3	1.10 - 1.50	1.10	1.12

Definition of Duties: LABOURER: Performs routine manual work requiring no special previous training or experience but involving physical effort in the performance of such tasks as digging and filling trenches, loading and unloading materials on trucks and carriers, and hand trucking materials. Uses a variety of common hand tools including pick, shovel, mattock, axe, crowbar, and sledge hammer. Work is closely supervised and frequently checked in process and upon completion.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) / Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	LABOUR FOREMAN - Monthly Rate (dollars per month)															
SIZE OF FIRM																
1 - 39	M	28	22	320 - 541	400	407	3	3	365 - 500	-	413	12	7	397 - 541	438	444
40 - 99	M	50	24	315 - 535	400	399	15	9	325 - 535	435	423	20	10	350 - 466	399	395
100 - 399	M	21	9	313 - 540	455	446	-	-	- -	-	-	3	3	313 - 480	-	423
400 +	M	9	3	396 480	437	435	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	42	26	325 - 540	404	416	11	7	375 - 535	385	421	13	8	360 - 480	404	408
Oil Firms	M	9	3	425 - 500	450	458	-	-	- -	-	-	-	-	- -	-	-
Public Service	M	27	10	315 - 530	400	404	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	9	6	313 - 541	398	400	-	-	- -	-	-	7	5	313 - 541	398	405
Retail Firms	M	12	6	325 - 490	382	388	7	3	325 - 490	365	386	-	-	- -	-	-
Construction	M	6	5	372 - 500	415	426	-	-	- -	-	-	-	-	- -	-	-
Summary	M	108	58	313 - 541	404	413	23	14	325 - 535	425	416	37	21	313 - 541	404	415
	LABOUR FOREMAN - Hourly Rate (cents per hour)															
SIZE OF FIRM																
1 - 39	M	11	6	1.85 - 2.35	2.00	2.03	-	-	- -	-	-	8	3	1.90 - 2.35	2.00	2.04
40 - 99	M	29	12	1.78 - 2.41	2.10	2.09	19	8	1.87 - 2.41	2.00	2.08	-	-	- -	-	-
100 - 399	M	15	5	1.85 - 2.40	2.04	2.13	-	-	- -	-	-	-	-	- -	-	-
400 +	M	20	4	1.93 - 2.28	2.10	2.14	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	17	8	1.78 - 2.24	1.94	1.99	12	4	1.87 - 2.24	1.93	1.98	-	-	- -	-	-
Oil Firms	M	8	3	1.90 - 2.30	2.00	2.04	-	-	- -	-	-	-	-	- -	-	-
Public Service	M	26	5	1.90 - 2.28	2.10	2.10	-	-	- -	-	-	-	-	- -	-	-
Construction	M	22	9	1.85 - 2.41	2.23	2.23	13	5	2.00 - 2.41	2.35	2.30	-	-	- -	-	-
Summary	M	75	27	1.78 - 2.41	2.10	2.10	41	13	1.87 - 2.41	2.10	2.12	18	7	1.85 - 2.35	2.13	2.08
	CARPENTER - Monthly Rate (dollars per month)															
SIZE OF FIRM																
1 - 39	M	5	3	350 - 475	400	406	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	15	4	398 - 485	485	466	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	16	11	350 - 476	390	398	8	6	350 - 472	390	403	6	3	350 - 476	388	396
400 +	M	119	19	356 - 475	414	403	14	6	360 - 447	413	406	81	11	356 - 475	415	404

Definition of Duties: LABOUR FOREMAN: Directs a crew of up to twelve labourers, performing such unskilled work as excavating or moving lumber, gravel or dirt, may work with crew assisting personally in performance of work.

Definition of Duties: CARPENTER: Performs general maintenance duties which require qualifications as a skilled tradesman.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							CARPENTER (Continued)									
TYPE OF FIRM REPORTING																
Manufacturing	M	4	4	350 - 455	399	401	3	3	390 - 455	-	417	-	-	- -	-	-
Oil Firms	M	5	3	375 - 472	440	423	-	-	- -	-	-	-	-	- -	-	-
Public Service	M	83	4	360 - 415	415	403	-	-	- -	-	-	-	-	- -	-	-
Department Store	M	22	9	355 - 476	390	403	9	4	381 - 455	411	415	13	5	355 - 476	368	395
Institution	M	22	11	350 - 475	405	405	4	3	350 - 420	408	397	16	6	380 - 475	405	409
Summary	M	155	37	350 - 485	415	409	25	15	350 - 475	411	410	104	18	350 - 485	415	411
							CARPENTER - Hourly Rate (cents per hour)									
SIZE OF FIRM																
1 - 39	M	65	18	2.00 - 2.85	2.50	2.55	16	6	2.55 - 2.85	2.85	2.83	13	4	2.20 - 2.80	2.50	2.53
40 - 99	M	182	14	2.00 - 2.85	2.62	2.57	63	9	2.00 - 2.85	2.35	2.40	102	4	2.10 - 2.85	2.85	2.68
100 - 399	M	114	23	2.00 - 2.85	2.85	2.63	81	9	2.01 - 2.85	2.85	2.72	21	8	2.00 - 2.85	2.65	2.50
400 +	M	109	14	2.05 - 2.85	2.18	2.40	76	4	2.18 - 2.85	2.18	2.30	32	9	2.28 - 2.80	2.68	2.62
TYPE OF FIRM REPORTING																
Manufacturing	M	110	28	2.00 - 2.79	2.18	2.28	71	9	2.14 - 2.66	2.18	2.22	26	12	2.00 - 2.79	2.50	2.49
Public Service	M	22	4	2.49 - 2.85	2.65	2.68	-	-	- -	-	-	14	3	2.49 - 2.85	2.65	2.61
Retail Firms	M	10	7	2.00 - 2.85	2.27	2.27	4	4	2.01 - 2.85	2.15	2.29	6	3	2.00 - 2.50	2.30	2.26
Institution	M	18	3	2.80 - 2.85	2.80	2.81	-	-	- -	-	-	-	-	- -	-	-
Construction	M	310	27	2.00 - 2.85	2.85	2.61	147	12	2.00 - 2.85	2.85	2.66	110	6	2.20 - 2.85	2.85	2.68
Summary	M	470	69	2.00 - 2.85	2.54	2.54	236	28	2.00 - 2.85	2.40	2.51	168	25	2.00 - 2.85	2.80	2.64
							SERVICE STATION ATTENDANT - Monthly Rate (dollars per month)									
SIZE OF FIRM																
1 - 39	M	41	17	200 - 310	250	256	9	5	223 - 310	238	254	9	3	200 - 300	300	287
40 - 99	M	21	8	200 - 325	250	255	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	34	12	200 - 340	260	261	13	6	220 - 340	260	274	21	6	200 - 340	250	253
TYPE OF FIRM REPORTING																
Oil Firms	M	13	4	237 - 340	275	276	8	3	237 - 340	275	280	-	-	- -	-	-
Department Store	M	11	3	251 - 340	303	294	-	-	- -	-	-	-	-	- -	-	-
Automotive Firms	M	64	28	200 - 340	239	249	11	7	220 - 310	250	257	24	9	200 - 340	257	256
Summary	M	100	38	200 - 340	251	260	26	12	220 - 340	264	269	40	12	200 - 340	286	271

Definition of Duties: SERVICE STATION ATTENDANT: Services cars and trucks with gasoline and oil, makes routine checks of batteries, tires, radiators, and lights, cleans windshields, orders supplies of gasoline and cleans working area.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
SERVICE STATION ATTENDANT - Hourly Rate (cents per hour)																
SIZE OF FIRM																
1 - 39	M	10	7	.90 - 1.68	1.38	1.37	6	3	1.00 - 1.68	1.57	1.47	-	-	- -	-	-
40 - 99	M	4	3	1.20 - 2.26	-	1.39	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	19	6	1.00 - 1.70	1.25	1.32	6	3	1.00 - 1.60	1.30	1.32	-	-	- -	-	-
400 +	M	33	3	1.92 - 2.26	2.23	2.17	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Public Service	M	33	3	1.44 - 2.26	2.23	2.14	-	-	- -	-	-	-	-	- -	-	-
Automotive Firms	M	27	11	.90 - 1.70	1.30	1.32	11	6	1.00 - 1.68	1.35	1.40	15	4	.90 - 1.70	1.25	1.28
Summary	M	66	19	.90 - 2.26	1.92	1.76	37	9	1.00 - 2.26	2.23	1.94	26	7	.90 - 2.26	1.40	1.56
LIGHT TRUCK DRIVER - Monthly Rate (dollars per month)																
SIZE OF FIRM																
1 - 39	M	77	55	180 - 350	238	243	28	19	180 - 330	244	242	31	22	182 - 334	225	240
40 - 99	M	66	26	190 - 355	273	265	20	7	190 - 300	236	247	28	14	204 - 355	286	280
100 - 399	M	178	24	180 - 360	328	303	14	9	180 - 351	285	277	162	14	180 - 360	327	306
400 +	M	24	7	250 - 350	300	300	-	-	- -	-	-	17	3	250 - 350	300	293
TYPE OF FIRM REPORTING																
Manufacturing	M	130	11	200 - 360	340	333	12	5	250 - 351	300	299	118	6	200 - 360	340	337
Oil Firms	M	11	6	200 - 330	225	241	5	3	200 - 330	225	241	6	3	225 - 270	240	242
Public Service	M	18	4	250 - 350	300	301	-	-	- -	-	-	-	-	- -	-	-
Department Store	M	8	4	229 - 346	255	263	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	53	28	182 - 350	235	242	16	8	190 - 300	215	224	30	15	182 - 350	245	254
Automotive Firms	M	35	15	180 - 325	200	216	8	5	180 - 280	204	219	26	9	180 - 325	202	216
Retail Firms	M	69	29	180 - 350	242	249	13	3	180 - 300	238	240	30	[illegible]	190 - 305	242	245
Institution	M	14	[illegible]	250 - 350	300	294		-	- -	-	-	[illegible]	4	250 - 350	290	290
Construction	M	7	7	210 - 355	330	306	-		- -	-	-	5	5	210 - 355	334	312
Summary	M	345	112	180 - 360	286	282	64	36	180 - 351	250	254	238	53	180 - 360	315	293

Definition of Duties: LIGHT TRUCK DRIVER: Drives a passenger car, or truck up to 1 1/2 ton capacity. Carries materials and makes collections and deliveries. May service but does not repair equipment, keeps simple records.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) / Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
				LIGHT TRUCK DRIVER - Hourly Rate (cents per hour)												
SIZE OF FIRM																
1 - 39	M	26	19	1.50 - 2.20	1.56	1.67	3	3	1.50 - 2.20	-	1.95	21	6	1.50 - 2.05	1.56	1.61
40 - 99	M	23	15	1.50 - 2.24	1.70	1.82	7	6	1.50 - 2.07	1.68	1.73	14	7	1.60 - 2.24	1.85	1.91
100 - 399	M	37	15	1.65 - 2.30	1.91	1.97	4	4	1.65 - 2.11	1.83	1.85	22	7	1.65 - 2.30	2.01	2.07
400 -	M	31	9	1.88 - 2.30	2.30	2.19	13	4	1.90 - 2.30	2.30	2.19	18	5	1.88 - 2.30	2.21	2.19
TYPE OF FIRM REPORTING																
Manufacturing	M	68	26	1.50 - 2.30	2.12	2.07	15	8	1.50 - 2.30	2.25	2.09	46	14	1.60 - 2.30	2.11	2.11
Wholesale Firms	M	11	7	1.65 - 1.85	1.68	1.73	-	-	- -	-	-	7	5	1.65 - 1.85	1.65	1.71
Construction	M	8	7	1.50 - 2.15	1.85	1.82	-	-	- -	-	-	5	4	1.50 - 2.05	2.00	1.85
Summary	M	117	49	1.50 - 2.30	1.91	1.93	27	17	1.50 - 2.30	2.04	1.99	75	25	1.50 - 2.30	1.91	1.94
				MEDIUM TRUCK DRIVER - Monthly Rate (dollars per month)												
SIZE OF FIRM																
1 - 39	M	16	10	260 - 325	283	284	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	4	3	260 - 320	-	288	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	73	6	287 - 390	342	340	-	-	- -	-	-	54	4	287 - 390	342	336
400 +	M	72	7	280 - 390	372	[illegible]	-	-	- -	-	-	59	4	280 - 390	372	361
TYPE OF FIRM REPORTING																
Manufacturing	M	14	4	265 - 325	[illegible]	299	-		- -	-	-	-	-	- -	-	-
Public Service	M	26	3	260 - 345	330	309	-	-	- -	-	-	-	-	- -	-	-
Department Store	M	69	5	325 - 390	372	371	-	-	- -	-	-	51	3	325 - 390	372	375
Wholesale Firms	M	6	5	260 - 325	287	[illegible]	-	-	-	-	-	4	3	261 - 325	-	299
Retail Firms	M	48	3	285 - 342	342	[illegible]		-	- -	-	-	-	-	- -	-	-
Institution	M	5	3	290 - 330	300	[illegible]		-	- -	-	-	-	-	- -	-	-
Summary	M	165	26	260 - 390	340	[illegible]	37	5	260 - 390	359	348	127	11	280 - 390	342	347
				MEDIUM TRUCK DRIVER - Hourly Rate (cents per hour)												
SIZE OF FIRM																
1 - 39	M	19	11	1.45 - 2.15	1.65	1.74	-	-	- -	-	-	8	5	1.45 - 1.90	1.65	1.69
40 - 99	M	26	13	1.45 - 1.99	1.65	1.66	11	5	1.55 - 1.91	1.65	1.68	10	5	1.45 - 1.99	1.60	1.64
100 - 399	M	39	11	1.50 - 2.10	1.89	1.88	19	3	1.89 - 2.04	1.90	1.93	8	4	1.50 - 2.01	1.75	1.77
400 -	M	119	8	1.86 - 2.15	2.00	1.98	73	[illegible]	1.95 - 2.13	2.00	2.00	31	3	1.88 - 2.15	1.95	1.95

Definition of Duties: MEDIUM TRUCK DRIVER: Drives two-ton flat truck or other similar vehicle in carrying and delivering materials. Services but does not repair equipment.

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
HEAVY EQUIPMENT OPERATOR - Monthly Rate (dollars per month)																
SIZE OF FIRM																
1 - 39	M	8	3	290 - 500	290	340	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Oil Firms	M	19	4	381 - 502	381	409	15	3	381 - 502	381	403	-	-	- -	-	-
Summary	M	29	8	290 - 502	381	392	17	4	375 - 502	381	407	-	-	- -	-	-
HEAVY EQUIPMENT OPERATOR - Hourly Rate (cents per hour)																
SIZE OF FIRM																
1 - 39	M	13	6	1.95 - 2.55	2.05	2.12	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	14	5	1.96 - 2.31	2.15	2.16	10	3	2.07 - 2.31	2.15	2.15	-	-	- -	-	-
100 - 399	M	65	9	1.92 - 2.64	2.15	2.21	-	-	- -	-	-	-	-	- -	-	-
400 +	M	84	6	1.99 - 2.63	2.23	2.25	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	51	13	1.95 - 2.64	2.25	2.27	-	-	- -	-	-	17	4	2.02 - 2.64	2.15	2.23
Public Service	M	96	5	1.92 - 2.43	2.23	2.18	-	-	- -	-	-	-	-	- -	-	-
Construction	M	26	6	1.95 - 2.60	2.15	2.26	14	3	2.15 - 2.60	2.30	2.35	-	-	- -	-	-
Summary	M	176	26	1.92 - 2.64	2.26	2.22	95	5	2.07 - 2.58	2.23	2.29	27	6	2.00 - 2.64	2.15	2.25
AUTOMOBILE MECHANIC (JOURNEYMAN) - Monthly Rate (dollars per month)																
SIZE OF FIRM																
1 - 39	M	84	23	325 - 450	366	377	23	9	340 - 450	373	388	10	3	360 - 450	420	414
40 - 99	M	9	7	325 - 450	350	367	-	-	- -	-	-	4	3	325 - 395	-	359
100 - 399	M	27	8	325 - 450	398	390	15	4	325 - 450	398	387	12	4	325 - 450	376	393
400 +	M	111	11	359 - 450	395	393	31	2	359 - 450	395	394	64	3	360 - 445	395	397
TYPE OF FIRM REPORTING																
Manufacturing	M	5	3	325 - 400	375	360	-		- -	-	-	-	-	- -	-	-
Oil Firms	M	13	5	325 - 450	415	404	8	3	362 - 450	410	409	-	-	- -	-	-
Public Service	M	99	7	360 - 415	395	393	-	-	- -	-	-	-	-	- -	-	-
Department Store	M	19	5	325 - 411	377	377	14	3	325 - 398	398	377	-	-	- -	-	-
Wholesale Firms	M	22	9	325 - 450	355	375	4	3	340 - 450	-	373	-	-	- -	-	-
Automotive Firms	M	45	16	325 - 450	385	390	21	7	340 - 450	403	391	7	3	355 - 450	450	428
Summary	M	211	49	325 - 450	395	388	62	18	325 - 450	395	389	90	13	325 - 450	395	396

Definition of Duties: HEAVY EQUIPMENT OPERATOR: Operates a heavy crawler type tractor or bulldozer, roller, elevator grader, hoist, asphalt distributor, large concrete mixer, power shovel, etc. services equipment with fuel oil and grease and makes minor running adjustments and repairs.

Definition of Duties: AUTOMOBILE MECHANIC (JOURNEYMAN): Does skilled automotive equipment repair work of a journeyman's level, inspects and locates mechanical defects, overhauls, repairs and adjusts automobiles, trucks, and other automotive equipment.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
	AUTOMOBILE MECHANIC (JOURNEYMAN) - Hourly Rate (cents per hour)															
SIZE OF FIRM																
1 - 39	M	184	36	1.35 - 2.50	2.10	2.09	37	5	1.62 - 2.37	2.25	2.21	30	10	1.70 - 2.50	2.20	2.19
40 - 99	M	170	18	1.40 - 2.78	2.10	2.15	32	4	1.90 - 2.45	2.30	2.25	53	5	1.40 - 2.78	2.25	2.27
100 - 399	M	507	30	1.35 - 2.83	2.25	2.23	193	11	1.60 - 2.80	2.30	2.34	302	13	1.35 - 2.83	2.25	2.18
400 +	M	112	10	1.95 - 2.86	2.50	2.47	51	3	1.95 - 2.63	2.50	2.50	56	5	2.41 - 2.70	2.41	2.43
TYPE OF FIRM REPORTING																
Manufacturing	M	50	24	1.62 - 2.86	2.30	2.24	10	5	1.62 - 2.66	2.15	2.20	20	7	1.75 - 2.83	2.30	2.31
Oil Firms	M	19	4	2.00 - 2.78	2.78	2.71	-	-	- -	-	-	16	3	2.00 - 2.78	2.78	2.72
Public Service	M	103	4	1.88 - 2.50	2.41	2.43	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	147	9	1.35 - 2.50	2.25	2.20	40	3	1.90 - 2.45	2.35	2.30	-	-	- -	-	-
Automotive Firms	M	603	41	1.35 - 2.50	2.20	2.15	184	9	1.60 - 2.37	2.30	2.24	271	13	1.35 - 2.50	2.20	2.15
Retail Firms	M	28	3	1.70 - 2.80	2.80	2.69	-	-	- -	-	-	-	-	- -	-	-
Construction	M	22	8	1.70 - 2.60	2.12	2.12	4	3	2.15 - 2.60	-	2.34	17	4	1.70 - 2.35	2.10	2.06
Summary	M	973	94	1.35 - 2.86	2.25	2.22	313	23	1.60 - 2.80	2.30	2.33	441	33	1.35 - 2.83	2.25	2.22
	FOREMAN MECHANIC OR SERVICE MANAGER - Monthly Rate (dollars per month)															
SIZE OF FIRM																
1 - 39	M	50	41	325 - 550	407	412	10	9	375 - 550	442	445	14	11	350 - 550	443	444
40 - 99	M	21	13	365 - 550	415	438	7	5	400 - 550	433	449	-	-	- -	-	-
100 - 399	M	66	23	350 - 550	458	451	22	10	360 - 550	453	465	42	11	350 - 550	425	441
400 +	M	32	10	425 - 525	455	462	12	4	435 - 525	504	492	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	8	6	404 - 550	472	473	-	-	- -	-	-	4	3	404 - 500	-	444
Oil Firms	M	5	3	400 - 550	505	493	5	3	400 - 550	505	493	-	-	- -	-	-
Public Service	M	29	9	435 - 530	455	460	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	18	14	325 - 550	447	425	6	[illegible]	395 - 535	433	454	6	4	410 - 550	502	493
Automotive Firms	M	93	40	325 - 550	425	439	73	4	360 - 525	440	445	42	11	350 - 550	425	431
Retail Firms	M	6	6	335 - 550	395	411	-	-	- -	-	-	-	-	- -	-	-
Construction	M	7	6	407 - 550	500	490	-	-	- -	-	-	5	4	407 - 550	500	478
Summary	M	169	87	325 - 550	435	443	51	28	360 - 550	455	465	65	26	350 - 550	450	442

Definition of Duties: FOREMAN MECHANIC OR SERVICE MANAGER: Incumbent must be skilled in automotive repair work and have journeyman's rating. May have special training in service functions and the use of special equipment. Directs mechanics in their duties, details work and handles special problems related to service and repair.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						FOREMAN MECHANIC OR SERVICE MANAGER - Hourly Rate (cents per hour)										
SIZE OF FIRM																
1 - 39	M	6	6	1.95 - 3.13	2.20	2.30	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	3	3	2.24 - 2.35	-	2.31	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	4	3	1.90 - 2.40	-	2.25	-	-	- -	-	-	-	-	- -	-	-
400 +	M	11	4	2.35 - 2.99	2.45	2.49	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	8	8	1.90 - 3.13	2.31	2.13	5	5	1.90 - 3.13	2.33	2.33	-	-	- -	-	-
Automotive Firms	M	4	3	2.00 - 2.40	-	2.25	-	-	- -	-	-	-	-	- -	-	-
Summary	M	24	16	1.90 - 3.13	2.40	2.38	7	6	1.90 - 3.13	2.35	2.35	12	5	2.20 - 2.45	2.45	2.39
						JUNIOR SOLICITOR										
SIZE OF FIRM																
1 - 39	M	14	10	250 - 600	488	454	7	5	250 - 600	500	446	6	4	400 - 575	488	491
400 +	M	10	3	475 - 628	583	569	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Public Service	M	17	8	250 - 628	570	539	8	4	250 - 625	547	518	9	4	425 - 628	570	628
Financial Firms	M	8	6	250 - 575	450	434	-	-	- -	-	-	5	3	400 - 575	500	505
Summary	M	26	15	250 - 628	525	508	11	7	250 - 625	500	488	14	7	400 - 628	570	539
						SOLICITOR										
SIZE OF FIRM																
1 - 39	M	11	8	475 - 1050	600	654	5	5	475 - 1050	825	793	6	3	475 - 625	513	538
40 - 99	M	7	5	700 - 975	833	833	6	4	750 - 975	854	856	-	-	- -	-	-
100 - 399	M	12	8	655 - 1010	858	835	9	6	655 - 1010	850	831	-	-	- -	-	-
400 +	M	21	10	673 - 869	785	771	7	4	673 - 869	785	770	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Oil Firms	M	22	15	655 - 1050	829	828	21	14	655 - 1050	833	834	-	-	- -	-	-
Public Service	M	25	14	475 - 942	750	738	4	3	678 - 915	-	791	18	8	475 - 942	750	720
Financial Firms	M	4	4	475 - 825	650	650	-	-	- -	-	-	-	-	- -	-	-
Summary	M	51	31	475 - 1050	765	770	27	19	475 - 1050	825 -	814	21	9	475 942	715	712

Definition of Duties: JUNIOR SOLICITOR: Performs beginning level professional legal work within a specific field of law. Reviews legal documents, prepares actions for court and may attend in court to represent the interests of the organization served.

Definition of Duties: SOLICITOR: Performs professional legal work within a specific field of law. Provides advice and counsel to senior officials. Prepares court actions and represents the organization served, in all levels of provincial court. Drafts a variety of legal forms and may have considerable public contact.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							ESTATES ADMINISTRATOR									
SIZE OF FIRM																
1 - 39	M	6	5	375 - 491	432	428	-	-	- -	-	-	4	3	375 - 491	-	426
40 - 99	M	9	3	325 - 496	440	422	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Financial Firms	M	15	8	325 - 496	440	424	7	4	358 - 496	442	444	8	4	325 - 491	389	407
Summary	M	23	10	325 - 520	480	455	9	5	358 - 520	458	458	14	5	325 - 520	486	454
							SENIOR ESTATES ADMINISTRATOR									
SIZE OF FIRM																
1 - 39	M	4	4	524 - 750	599	618	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	5	4	442 - 642	533	548	4	3	442 - 642	-	554	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Financial Firms	M	9	8	442 - 750	581	579	6	5	442 - 642	557	554	3	3	525 - 750	-	631
Summary	M	12	9	442 - 750	609	593	6	5	442 - 642	557	554	6	4	525 750	625	633
							LEGAL STENOGRAPHER									
SIZE OF FIRM																
1 - 39	F	112	18	220 - 350	285	285	58	7	220 - 350	300	296	51	9	220 - 325	275	272
100 - 399	F	12	7	252 - 350	318	311	11	6	252 - 350	320	312	-	-	- -	-	-
400 +	F	17	6	235 - 350	303	298	12	4	235 - 325	310	300	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Oil Firms	F	25	12	235 - 350	300	301	24	11	235 - 350	300	301	-	-	- -	-	-
Public Service	F	47	19	220 - 350	280	282	15	5	220 - 335	305	293	32	14	220 - 350	280	277
Financial Firms	F	73	10	220 - 350	290	289	46	3	240 - 350	300	299	24	5	220 - 325	275	271
Summary	F	145	33	220 - 350	290	289	85	19	220 - 350	300	299	57	12	220 - 350	220	275

Definition of Duties: ESTATES ADMINISTRATOR: Performs the detailed administration of assigned estates of deceased persons. Prepares numerous legal documents and much correspondence to protect the value of the estate. Not a professional legal position.

Definition of Duties: SENIOR ESTATES ADMINISTRATOR: Assigns work to junior administrator. Handles complex work or emergency problems personally. Provides advice and training to subordinate staff.

Definition of Duties: LEGAL STENOGRAPHER: Performs stenographic work in a legal office. Takes dictation and transcribes, from notes and/or recording equipment, a variety of legal documents and correspondence. Requires a highly competent stenographer with high school education and a knowledge of legal terminology. Performs secretarial and receptionist duties as required.

MONTHLY SALARY AND WAGE RATES

Size of Firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
ASSESSOR																
SIZE OF FIRM																
400 +	M	84	8	375 - 511	415	430	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Public Service	M	86	10	375 - 511	415	430	-	-	- -	-	-	-	-	- -	-	-
Summary	M	86	10	375 - 511	415	430	-	-	- -	-	-	-	-	- -	-	-
LIBRARIAN																
SIZE OF FIRM																
100 - 399	F	8	3	431 - 553	487	487	-	-	- -	-	-	8	3	431 - 553	487	487
400 +	F	5	3	360 - 465	415	409	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Public Service	F	5	3	360 - 465	415	409	-	-	- -	-	-	-	-	- -	-	-
Institution	F	18	4	266 - 553	400	382	-	-	- -	-	-	-	-	- -	-	-
Summary	M	11	3	416 - 446	429	429	-	-	- -	-	-	-	-	- -	-	-
Summary	F	24	8	266 - 553	406	392	-	-	- -	-	-	12	5	375 - 553	471	465
COMMUNITY PROGRAMME INSTRUCTOR																
TYPE OF FIRM REPORTING																
Public Service	M	6	3	348 - 400	357	364	-	-	-	-	-	-	-	- -	-	-
Summary	M	6	3	348 - 400	357	364	-	-	- -	-	-	-	-	- -	-	-
COMMUNITY PROGRAMME SUPERVISOR																
SIZE OF FIRM																
400 +	M	15	3	357 - 520	403	422	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Public Service	M	16	4	357 - 535	403	426	-	-	- -	-	-	-	-	- -	-	-
Summary	M	16	4	357 - 535	403	426		-	- -	-	-	-	-	- -	-	-

Definition of Duties: ASSESSOR: Performs technical assessment work in determining the value of real property for taxation purposes. Assignments include residential, commercial, industrial, and agricultural land. Supervision may be exercised over trainees and direction and guidance is received, when necessary, from a senior assessor.

Definition of Duties: LIBRARIAN: Performs beginning level professional library work, serving as an assistant to a higher level librarian in requisitioning, cataloguing, and reference functions, or is in charge of a small departmental library.

Definition of Duties: COMMUNITY PROGRAMME INSTRUCTOR: Gives instruction and advice to communities in promoting cultural activities, trains leaders and others interested in developing talents in the field of arts and crafts.

Definition of Duties: COMMUNITY PROGRAMME SUPERVISOR: Performs professional work in directing a specialized recreational and cultural programme for communities. Supervises a staff of full or part-time instructors and gives technical assistance to officials of community groups or boards. Requires university degree in arts, education or recreation, with experience in group work and teaching.

Size of firm (based on Total Employees) / Type of Firm Reporting	M - Male F - Female	No. Employed	No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
PLANNING OFFICER (INEXPERIENCED)																
SIZE OF FIRM																
400 +	M	9	3	435 - 570	517	507	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Public Service	M	9	3	435 - 570	517	507	-	-	-	-	-	-	-	-	-	-
Summary	M	9	3	435 - 570	517	507	-	-	-	-	-	-	-	-	-	-
PLANNING OFFICER (EXPERIENCED)																
SIZE OF FIRM																
400 +	M	7	3	595 - 833	786	762	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Public Service	M	7	3	595 - 833	786	762	-	-	-	-	-	-	-	-	-	-
Summary	M	7	3	595 - 833	786	762	-	-	-	-	-	-	-	-	-	-
WATER TREATMENT PLANT OPERATOR																
SIZE OF FIRM																
400 +	M	17	3	397 - 462	397	415	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Public Service	M	22	6	315 - 462	397	402	-	-	-	-	-	-	-	-	-	-
Summary	M	22	6	315 - 462	397	402	-	-	-	-	-	-	-	-	-	-
SEWAGE PLANT OPERATOR																
SIZE OF FIRM																
400 +	M	31	3	364 - 397	386	380	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Public Service	M	31	3	364 - 397	386	380	-	-	-	-	-	-	-	-	-	-
Summary	M	31	3	364 - 397	386	380	-	-	-	-	-	-	-	-	-	-

Definition of Duties: PLANNING OFFICER (Inexperienced): Performs beginning level professional work in community and regional planning. Conducts surveys to determine requirements, reviews plans for conformance to regulations, advises municipal officials. Assignments are received from senior planning officers, who give direction on new or complex work and make final decisions on major issues.

Definition of Duties: PLANNING OFFICER (Experienced): Performs advanced professional work in town and rural planning. Responsible for formulation of major plans, for the orderly development of urban and rural communities. Acts as lead man and co-ordinator on projects and supervises junior planning officers and technical personel assigned to the project.

Definition of Duties: WATER TREATMENT PLANT OPERATOR: Controls and operates a water supply system to provide an adequate supply of filtered treated water to public buildings. Also assumes responsibility for a sewage lift station. Two year course in industrial laboratory technology required.

Definition of Duties: SEWAGE PLANT OPERATOR: Operates and maintains a plant disposing of sewage from large public installations. May supervise unskilled personnel and receives supervision, as necessary from a Steam Plant Engineer. Conducts chemical analyses and services equipment.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	No. Employed	No of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
ELECTRICAL INSPECTOR																
SIZE OF FIRM																
400 +	M	35	9	435 - 533	520	506	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Public Service	M	35	9	435 - 533	520	506	-	-	- -	-	-	-	-	- -	-	-
Summary	M	35	9	435 - 533	520	506	-	-	- -	-	-	-	-	- -	-	-
GAS INSPECTOR																
SIZE OF FIRM																
400 +	M	17	6	403 - 495	435	448	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Public Service	M	17	6	403 - 495	435	448	-	-	- -	-	-	-	-	- -	-	-
Summary	M	17	6	403 - 495	435	448	-	-	- -	-	-	-	-	- -	-	-
BUILDING INSPECTOR																
TYPE OF FIRM REPORTING																
Public Service	M	22	5	375 - 483	450	444	-	-	- -	-	-	-	-	- -	-	-
Summary	M	22	5	375 - 483	450	444	-	-	- -	-	-	-	-	- -	-	-
FIRE INSPECTOR																
SIZE OF FIRM																
400 +	M	19	6	375 - 495	440	438	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Public Service	M	24	9	375 - 495	445	439	-	-	- -	-	-	-	-	- -	-	-
Summary	M	24	9	375 - 495	445	439	-	-	- -	-	-	-	-	- -	-	-

Definition of Duties: ELECTRICAL INSPECTOR: Inspects electrical appliances, equipment, and installations for compliance with regulations, codes, and safety standards. Requires completion of an approved apprenticeship in the electrical trade.

Definition of Duties: GAS INSPECTOR: Inspects gas appliances, equipment, and installations for compliance with legislation, regulations, codes, and safety standards. Requires completion of an approved apprenticeship in the gasfitting trade.

Definition of Duties: BUILDING INSPECTOR: Inspects all types of new construction, alterations and demolition at various stages. Enforces provisions of the Building Code, negotiates required changes or modifications, deals with complaints, fire damage to buildings, zoning regulations, etc. Writes daily inspection reports, places stop work orders where necessary, discusses exceptional cases with a supervisor.

Definition of Duties: FIRE INSPECTOR: Performs inspectional, investigational, and instructional duties to enforce the application of the legislation, regulations, codes, and ordinances, applicable to fire suppression and safety in buildings and public places. Requires specialized training in fire-fighting or law enforcement.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
SOCIAL WORKER																
SIZE OF FIRM																
400 +	M	94	9	345 - 455	375	380	-	-	-	-	-	-	-	-	-	-
400 +	F	105	8	345 - 435	360	375	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Public Service	M	94	9	345 - 455	375	380	-	-	-	-	-	-	-	-	-	-
Public Service	F	105	8	345 - 435	360	375	-	-	-	-	-	-	-	-	-	-
Summary	M	94	9	345 - 455	375	380	-	-	-	-	-	-	-	-	-	-
Summary	F	105	8	345 - 435	360	375	-	-	-	-	-	-	-	-	-	-
CASEWORK SUPERVISOR																
SIZE OF FIRM																
400 +	M	37	5	435 - 545	495	495	-	-	-	-	-	-	-	-	-	-
400 +	F	7	4	455 - 541	506	494	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Public Service	M	37	5	435 - 545	495	495	-	-	-	-	-	-	-	-	-	-
Public Service	F	7	4	455 - 541	506	494	-	-	-	-	-	-	-	-	-	-
Summary	M	37	5	435 - 545	495	495	-	-	-	-	-	-	-	-	-	-
Summary	F	7	4	455 - 541	506	494	-	-	-	-	-	-	-	-	-	-
EMERGENCY MEASURES OFFICER																
SIZE OF FIRM																
400 +	M	7	3	415 - 541	475	479	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Public Service	M	8	4	415 - 541	475	477	-	-	-	-	-	-	-	-	-	-
Summary	M	8	4	415 - 541	475	477	-	-	-	-	-	-	-	-	-	-
SANITATION INSPECTOR																
SIZE OF FIRM																
400 +	M	18	3	420 - 483	483	476	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Public Service	M	18	3	420 - 483	483	476	-	-	-	-	-	-	-	-	-	-
Summary	M	18	3	420 - 483	483	476	-	-	-	-	-	-	-	-	-	-

Definition of Duties: SOCIAL WORKER: Performs, under supervision, beginning level professional social work, carries out casework in child welfare, public assistance, pensions and rehabilitation.

Definition of Duties: CASEWORK SUPERVISOR: Assigns cases to subordinates, reviews reports, and advises accordingly. Enforces welfare legislation and reviews applications for various types of licenses related to child care. In large centres may be responsible for a specialized segment of the welfare programme.

Definition of Duties: EMERGENCY MEASURES OFFICER: Performs technical, instructional, and administrative duties in promoting public acceptance of, and adherence to, civil defence policies and procedures. Supervises volunteer workers during civil defence exercises. Requires military training.

Definition of Duties: SANITATION INSPECTOR: Inspects water supply and sewage disposal systems, enforces regulations governing the sale and handling of foods and the control of communicable diseases. This is not a professional position but does require completion of a recognized course in sanitation.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							KITCHEN ORDERLY									
SIZE OF FIRM																
1 - 39	F	8	3	161 - 229	173	185	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	77	13	150 - 227	168	170	12	3	168 - 227	168	174	-	-	- -	-	-
100 - 399	M	32	9	190 - 280	235	238	19	4	199 - 280	230	239	-	-	- -	-	-
100 - 399	F	81	10	147 - 220	174	173	-	-	- -	-	-	5	3	147 - 220	173	175
400 +	M	78	9	220 - 291	261	258	-	-	- -	-	-	36	5	220 - 290	250	252
400 +	F	77	4	155 - 225	197	193	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Department Store	F	7	3	147 - 225	173	185	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	27	4	190 - 271	271	253	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	F	21	5	151 - 229	169	173	-	-	- -	-	-	6	3	151 - 229	171	178
Institution	M	104	16	194 - 291	260	255	33	4	200 - 291	291	272	43	6	220 - 290	250	252
Institution	F	214	21	150 - 225	174	179	22	4	165 - 220	171	178	72	3	155 - 225	197	191
Summary	M	131	20	190 - 291	262	255	38	6	199 - 291	280	263	65	8	190 - 290	252	256
Summary	F	243	30	147 - 229	174	179	[illegible]	[illegible]	165 - 227	173	181	81	7	147 - 229	197	189
							COOK									
SIZE OF FIRM																
1 - 39	F	9	8	173 - 260	204	213		-	- -	-	-	-	-	- -	-	-
40 - 99	F	27	15	173 - 250	210	205	4	3	178 - 217	-	196	-	-	- -	-	-
100 - 399	M	23	7	250 - 361	280	287	17	3	250 - 361	298	291	6	4	250 - 315	270	273
100 - 399	F	40	18	184 - 295	232	230	1	4	200 - 280	250	248	7	4	200 - 280	225	231
400 +	M	47	13	259 - 362	304	305	16	4	279 - 356	316	319	22	6	259 - 362	310	308
400 +	F	29	11	185 - 300	256	254		-	- -	-	-	20	6	185 - 300	237	246
TYPE OF FIRM REPORTING																
Department Store	M	5	3	281 - 336	325	314	-	-	- -	-	-	-	-	- -	-	-
Department Store	F	17	11	173 - 281	240	254	4	4	182 - 251	233	225	10	5	173 - 281	260	249
Retail Firms	M	16	5	250 - 361	303	299	-	-	- -	-	-	5	3	250 - 275	265	265
Retail Firms	F	13	8	191 - 260	210	217	-	-	- -	-	-	7	3	191 - 225	200	204
Institution	M	45	12	259 - 362	304	304	9	3	279 - 356	315	318	21	6	259 - 362	310	306
Institution	F	67	32	175 - 300	225	227	5	4	178 - 280	200	213	15	5	185 - 300	235	241
Summary	M	72	21	250 - 362	304	299	29	8	250 - 361	304	301	28	10	250 - 362	304	300
Summary	F	105	52	173 - 300	227	228	19	11	178 - 280	250	233	32	13	173 - 300	235	236

Definition of Duties: KITCHEN ORDERLY: Assists in the preparation and serving of food, cleans utensils, equipment and premises, cleans and prepares vegetables, loads trays and food wagons, receives and checks food supplies and disposes of garbage, assists cooks or butchers on assigned tasks.

Definition of Duties: COOK: Under direction, prepares and cooks soups, meats, vegetables, desserts and other foodstuffs. Assists with the training of kitchen orderlies, measures out food for diets, assists in cleaning equipment.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							CHEF OR CHIEF COOK									
SIZE OF FIRM																
40 - 99	M	4	4	390 - 500	401	423	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	11	10	200 - 350	224	242	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	11	8	350 - 425	360	375	5	3	350 - 415	350	373	4	3	350 - 425	-	376
100 - 399	F	16	8	209 - 350	325	304	-	-	- -	-	-	-	-	- -	-	-
400 +	M	17	13	338 - 475	395	391	8	5	338 - 438	353	362	7	6	380 - 475	415	420
TYPE OF FIRM REPORTING																
Department Store	M	5	4	338 - 433	355	379	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	6	5	350 - 500	398	407	-	-	- -	-	-	-	-	- -	-	-
Institution	M	20	17	338 - 492	400	400	8	6	338 - 492	390	394	8	7	360 - 475	408	410
Institution	F	21	16	200 - 350	251	265	-	-	- -	-	-	-	-	- -	-	-
Summary	M	34	27	338 - 500	395	394	16	11	338 - 500	355	384	12	10	350 - 475	408	404
Summary	F	31	19	200 - 350	300	284	10	3	217 - 350	350	316	-	-	- -	-	-
							BAKER									
SIZE OF FIRM																
1 - 39	M	9	5	265 - 400	281	317	-	-	- -	-	-	-	-	- -	-	-
1 - 39	F	3	3	178 - 225	-	206	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	4	3	325 - 375	-	352	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	5	4	288 - 368	315	321	4	3	288 - 368	-	322	-	-	- -	-	-
100 - 399	F	7	6	175 - 260	233	226	-	-	- -	-	-	-	-	- -	-	-
400 +	M	30	15	285 - 400	358	354	11	4	318 - 400	390	375	16	9	285 - 395	355	349
400 +	F	4	3	209 - 268	-	249	-	-	- -	-	-	4	3	209 - 268	-	249
TYPE OF FIRM REPORTING																
Department Store	M	11	6	318 - 400	362	354	5	3	318 - 400	333	349	-	-	- -	-	-
Department Store	F	4	3	178 - 268	-	239	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	19	8	265 - 400	370	345	8	4	288 - 390	390	371	-	-	- -	-	-
Retail Firms	F	3	3	209 - 260	-	228	-	-	- -	-	-	-	-	- -	-	-
Institution	M	18	13	285 - 395	342	336	5	3	300 - 381	351	352	10	8	285 - 395	342	337
Institution	F	8	7	175 - 250	225	221	-	-	- -	-	-	-	-	- -	-	-
Summary	M	48	27	265 - 400	350	344	18	10	288 - 400	375	360	18	11	285 - 395	355	348
Summary	F	15	13	175 - 268	225	227	-	-	- -	-	-	6	5	209 - 268	255	250

Definition of Duties: CHEF OR CHIEF COOK: Supervises activities in the kitchen of a medium sized establishment, assigns work to staff, requisitions food and supplies. Performs or assists in the preparation of the menu.

Definition of Duties: BAKER: Under direction, bakes bread, cakes, pastries and pies. Makes icings and fillings. May specialize in one particular type of baking.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
DIETITIAN (BEGINNING LEVEL)																
SIZE OF FIRM																
100 - 399	F	8	6	201 - 350	313	285	-	-	- -	-	-	-	-	- -	-	-
400 +	F	7	4	330 - 365	350	350	-	-	- -	-	-	8	3	330 - 365	347	347
TYPE OF FIRM REPORTING																
Institution	F	15	10	201 - 365	345	315	3	3	345 - 365	-	353	7	4	330 - 365	345	347
Summary	F	16	11	201 - 365	345	309	4	4	217 - 365	348	319	7	4	330 - 365	345	347
DIETITIAN (EXPERIENCED)																
SIZE OF FIRM																
100 - 399	F	3	3	395 - 450	-	415	-	-	- -	-	-	-	-	- -	-	-
400 +	F	25	8	330 - 490	381	395	14	3	330 - 490	364	389	11	5	330 - 460	410	404
TYPE OF FIRM REPORTING																
Department Store	F	3	3	196 - 368	-	282	-	-	- -	-	-	-	-	- -	-	-
Institution	F	28	11	330 - 490	397	397	14	3	330 - 490	364	389	11	5	330 - 460	410	404
Summary	F	31	14	196 - 490	381	386	15	4	330 - 490	364	387	12	[illegible]	281 - 460	408	393
HOME ECONOMIST																
SIZE OF FIRM																
400 +	F	22	7	360 - 520	435	429	-		- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Public Service	F	20	6	360 - 520	435	436	-	-	- -	-	-	-	-	- -	-	-
Summary	F	22	7	360 - 520	435	429	-	-	- -	-	-	-	-	- -	-	-
HOSPITAL MAID (FEMALE)																
SIZE OF FIRM																
1 - 39	F	10	3	172 - 173	173	173	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	57	12	155 - 224	167	169	-	-	-	-	-	-	-	- -	-	-
100 - 399	F	315	13	155 - 225	186	186	-	-	- -	-	-	-	-	- -	-	-
400 +	F	671	11	158 - 229	190	188	95	3	158 - 229	211	206	372	5	160 - 220	176	180
TYPE OF FIRM REPORTING																
Retail Firms	F	10	[illegible]	172 - 173	173	173	-	-	- -	-	-	-	-	- -	-	-
Institution	F	1043	36	155 - 229	160	186	165	6	158 - 229	211	200	421	7	155 - 220	180	182
Summary	F	1053	39	155 - 229	185	186	165	6	158 - 229	211	200	421	7	155 - 220	180	182

Definition of Duties: DIETITIAN (Beginning Level): Develops and plans general and special diets in a hospital or institution and supervises their preparation, consults with doctors on contents of special diets and the use of substitute food, inspects special diets served to patients, requisitions needed supplies and equipment. This is the first professional level. College graduate with specialization in home economics or dietetics, preferably with completion of an approved internship.

Definition of Duties: DIETITIAN (Experienced): Duties same as Dietitian (Beginning Level) but work is performed in a very large hospital or institution requiring the management of extensive culinary facilities and the supervision of professional assistants.

Definition of Duties: HOME ECONOMIST: Conducts programmes to promote and develop the use of improved methods and techniques in the field of home economics. This is a beginning level position for a graduate in Home Economics with specialization in extension work.

Definition of Duties: HOSPITAL MAID (FEMALE): Under direction assists in cleaning hospital wards and dormitories. May assist in serving meals to patients, distributing nourishment and ice water and in collecting empty trays and dishes. Primary concern is domestic work, seldom performs any personal service for patients.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						HOSPITAL PORTER (MALE)										
SIZE OF FIRM																
100 - 399	M	20	5	245 - 300	272	274	-	-	- -	-	-	-	-	- -	-	-
400 +	M	112	5	245 - 320	277	283	-	-	- -	-	-	74	3	245 - 305	255	266
TYPE OF FIRM REPORTING																
Institution	M	132	10	245 - 320	275	281	41	3	245 - 320	320	309	74	3	245 - 305	255	266
Summary	M	132	10	245 - 320	275	281	41	3	245 - 320	320	310	74	3	245 - 305	255	266
						RESIDENCE HOUSEKEEPER (NIGHTS)										
SIZE OF FIRM																
100 - 399	F	9	4	167 - 236	195	192	-	-	- -	-	-	-	-	- -	-	-
400 +	F	5	5	175 - 240	220	213	-	-	- -	-	-	3	3	175 - 230	-	208
TYPE OF FIRM REPORTING																
Institution	F	16	11	160 - 240	197	196	-	-	- -	-	-	3	3	175 - 230	-	208
Summary	F	17	12	160 - 240	195	195	-	-	- -	-	-	3	3	175 - 230	-	208
						RESIDENCE HOUSEKEEPER (DAYS)										
SIZE OF FIRM																
1 - 39	F	5	5	160 - 253	184	192	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	3	3	195 - 234	-	220	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	8	7	160 - 271	235	221	-	-	- -	-	-	-	-	- -	-	-
400 +	F	26	6	160 - 280	190	201	-	-	- -	-	-	23	3	160 - 275	185	192
TYPE OF FIRM REPORTING																
Retail Firms	F	7	7	160 - 253	191	205	-	-	- -	-	-	3	3	173 - 253	-	222
Institution	F	35	14	160 - 280	196	205	-	-	- -	-	-	23	3	160 - 275	185	192
Summary	F	42	21	160 - 280	196	205	3	3	234 - 258	-	247	26	[illegible]	160 - 275	185	195

Definition of Duties: HOSPITAL PORTER (MALE): Similar to Hospital Maid but incumbent is male and typically performs heavy duties such as cleaning, waxing and polishing floors, stairways, metal fixtures, ceilings, walls, windows and other high places, cleans washrooms and disposes of waste or litter.

Definition of Duties: RESIDENCE HOUSEKEEPER (NIGHTS): Responsible for discipline and the enforcement of regulations in a residence for nurses and /or students in training. Supervises and participates in routine housekeeping.

Definition of Duties: RESIDENCE HOUSEKEEPER (DAYS): Responsible for administration of nurses and/or students residence, prescribes regulations, assigns quarters, issues uniforms, orders supplies. Also performs duties shown for Night Housekeeper.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						LAUNDRY OPERATOR, HEAVY DUTIES										
SIZE OF FIRM																
40 - 99	F	11	4	150 - 180	165	164	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	29	10	248 - 296	270	270	16	3	248 - 295	257	264	5	3	248 - 290	272	269
100 - 399	F	18	3	170 - 201	190	189	-	-	- -	-	-	-	-	- -	-	-
400 +	M	36	9	230 - 301	280	272	-	-	- -	-	-	16	4	230 - 300	270	271
TYPE OF FIRM REPORTING																
Retail Firms	M	20	6	231 - 295	253	260	-	-	- -	-	-	5	3	248 - 286	272	267
Institution	M	48	15	230 - 301	280	275	11	3	245 - 301	286	283	17	5	230 - 300	275	272
Institution	F	33	9	140 - 201	180	176	-	-	- -	-	-	-	-	- -	-	-
Summary	M	68	21	230 - 301	275	271	24	5	245 - 301	273	270	22	8	230 - 300	273	271
Summary	F	33	9	140 - 201	180	176	-	-	- -	-	-	-	-	- -	-	-
						LAUNDRY SUPERVISOR										
SIZE OF FIRM																
1 - 39	F	15	3	145 - 165	165	159	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	12	10	167 - 210	16[illegible]	187		-	- -	-	-	-	-	- -	-	-
100 - 399	M	4	4	320 - 368	360	352	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	10	7	145 - 238	174	189	-		- -	-	-	-	-	- -	-	-
400 +	M	9	3	300 - 450	415	384	3	3	[illegible] - 438	-	424	4	4	300 - 450	380	377
TYPE OF FIRM REPORTING																
Retail Firms	F	16	4	145 - 238	16[illegible]	168	-	-		-	-	-	-	- -	-	-
Institution	M	13	13	290 - 450	360	374	2	3	415 - 438	-	424	6	6	290 - 450	267	366
Institution	F	21	16	145 - 238	180	183			-	-	-	-	-	- -	-	-
Summary	M	15	15	290 - 450	360	3[illegible]	-	5	320 - 450	415	392	6	6	290 - 450	368	366
Summary	F	37	20	145 - 238	187	178	3	3	290 - 238	-	214	-	-	- -	-	-
						SEAMSTRESS										
SIZE OF FIRM																
1 - 39	F	6	3	173 - 225	195	196	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	34	6	165 - 190	173	171	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	59	16	169 - 221	191	192	7	4	171 - 210	191	192	40	5	169 - 221	187	191
400 +	F	62	9	170 - 225	200	200	-	-	- -	-	-	25	4	170 - 225	197	198

Definition of Duties: LAUNDRY OPERATOR, HEAVY DUTIES: Performs one or more of the heavier duties in a hospital, institutional, or commercial laundry, operates laundry equipment, such as washers, extractors and dryers, tumblers and feather washing and sterilizing machines. May be designated as 'Washman', 'Extractor Operator', 'Tumbler Operator'.

Definition of Duties: LAUNDRY SUPERVISOR: Directs a small group of workers engaged in laundering soiled linens and clothes using power machinery, schedules flow of work concerned with receiving, sorting, checking, and dispatching of laundry, and the operations of the various light and heavy washing and ironing equipment. This class supervises only a small laundry and in a large establishment would be the assistant to the Laundry Supervisor.

Definition of Duties: SEAMSTRESS: Performs under close supervision, routine sewing, altering and mending duties, by hand or machine, including linens, garments, uniforms, curtains, and other cloth or canvas articles.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							SEAMSTRESS (Continued)									
TYPE OF FIRM REPORTING																
Manufacturing	F	54	3	165 - 225	173	180	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	F	25	8	171 - 219	191	193	7	3	171 - 210	191	193	16	3	172 - 219	191	193
Institution	F	82	23	170 - 225	197	198	9	4	175 - 217	199	196	28	6	170 - 225	197	198
Summary	F	161	34	165 - 225	190	191	44	8	165 - 217	173	179	66	10	169 - 225	191	194
							SEAMSTRESS (SKILLED)									
SIZE OF FIRM																
100 - 399	F	6	6	220 - 270	237	241	3	3	220 - 270	-	237	-	-	- -	-	-
400 +	F	16	7	216 - 270	224	234	-	-	- -	-	-	11	3	216 - 250	224	224
TYPE OF FIRM REPORTING																
Institution	F	21	12	216 - 270	224	237	3	3	220 - 270	-	249	12	4	216 - 260	224	227
Summary	F	22	13	216 - 270	224	236	4	4	220 - 270	239	242	12	4	216 - 260	224	227
							HOSPITAL ADMINISTRATOR									
SIZE OF FIRM																
40 - 99	F	5	5	450 - 525	475	480	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	9	9	500 - 850	570	645	-	-	- -	-	-	-	-	- -	-	-
400 +	M	8	6	622 - 1083	753	801	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Institution	M	20	18	500 - 1083	652	716	5	4	545 - 1083	850	803	4	3	570 - 1000	-	769
Institution	F	7	7	370 - 575	475	484	-	-	- -	-	-	-	-	- -	-	-
Summary	M	20	18	500 - 1083	653	716	5	4	545 - 1083	850	803	4	3	570 - 1000	-	769
Summary	F	7	7	370 - 575	475	484	-	-	- -	-	-	-	-	- -	-	-
							MEDICAL RECORDS LIBRARIAN									
SIZE OF FIRM																
40 - 99	F	4	4	265 - 360	289	301	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	9	9	300 - 375	325	327	-	-	- -	-	-	-	-	- -	-	-
400 +	F	21	8	260 - 375	300	308	-	-	- -	-	-	17	6	260 - 375	300	304

Definition of Duties: SEAMSTRESS (Skilled): Performs skilled sewing, altering and mending. Cuts patterns, fits and assembles, operates hem-stitchers, clothcutters and button-hole machines. Supervises other seamstresses engaged in routine work.

Definition of Duties: HOSPITAL ADMINISTRATOR: Performs beginning level, professional, administrative work in a hospital or clinic, either as business manager or administrator in a small establishment, or as an assistant in a larger one. Requires university graduate in commerce or business administration with courses in hospital organization and management.

Definition of Duties: MEDICAL RECORDS LIBRARIAN: Sets up and maintains a system of filing medical records, statistics and reports according to medical nomenclature. Assembles and checks case records, indexes and files records, medical tabulations, and reports of diagnosis, operations, laboratory tests, autopsies, and treatment plans, summarizes cases. Requires Registered Record Librarian.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
MEDICAL RECORDS LIBRARIAN (Continued)																
TYPE OF FIRM REPORTING																
Institution	F	31	21	260 - 375	310	314	6	5	285 - 375	340	327	14	6	260 - 375	302	304
Summary	F	35	22	260 - 375	305	312	6	4	285 - 375	320	327	18	7	260 - 375	300	302
HOSPITAL ATTENDANT (ORDERLY)																
SIZE OF FIRM																
40 - 99	M	8	6	225 - 280	253	255	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	53	3	150 - 204	170	172	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	77	12	230 - 330	280	274	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	36	3	150 - 210	163	170	-	-	- -	-	-	-	-	- -	-	-
400 +	M	373	10	230 - 330	260	268	92	3	238 - 320	299	287	192	5	230 - 330	270	272
400 +	F	279	5	170 - 260	230	227	-	-	- -	-	-	147	3	170 - 260	230	217
TYPE OF FIRM REPORTING																
Institution	M	458	28	225 - 330	266	269	110	4	230 - 320	291	284	210	7	230 - 330	270	272
Institution	F	369	12	150 - 260	260	213	-	-	- -	-	-	147	3	170 - 260	260	217
Summary	M	458	28	225 - 330	266	269	110	4	230 - 320	291	284	210	7	230 - 330	270	272
Summary	F	369	12	150 - 260	230	213	-	-	- -	-	-	147	3	170 - 260	210	217
CHARGE ATTENDANT (HEAD ORDERLY)																
SIZE OF FIRM																
100 - 399	M	4	4	316 - 350	330	331	-	-	- -	-	-	-	-	- -	-	-
400 +	M	11	5	320 - 385	321	338	-	-	- -	-	-	3	3	350 - 385	-	361
TYPE OF FIRM REPORTING																
Institution	M	15	9	316 - 385	321	336	9	3	320 - 382	321	330	4	4	350 - 385	350	359
Summary	M	15	9	316 - 385	321	336	9	3	320 - 382	321	330	4	4	350 - 385	350	359
CERTIFIED NURSING AIDE																
SIZE OF FIRM																
1 - 39	F	15	3	200 - 230	210	213	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	104	10	200 - 240	220	214	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	332	13	200 - 240	210	212	-	-	- -	-	-	-	-	- -	-	-
400 +	F	565	9	200 - 240	215	218	237	3	200 - 240	230	223	300	5	200 - 240	210	214

Definition of Duties: HOSPITAL ATTENDANT (Orderly): Performs routine non-professional work in the care of hospital patients which does not require nurse's training, bathes, feeds, and dresses patients, keeps the patients and their beds, clothing and quarters clean, observes, keeps records of, and reports on the condition and behaviour of patients, directs the work, recreation, and exercise of patients.

Definition of Duties: CHARGE ATTENDANT (Head Orderly): Directs large medical orderly and ward housekeeping programmes, supervises the maintenance of certain equipment. Works with considerable independence, subject to general supervision from medical or senior nursing personnel.

Definition of Duties: CERTIFIED NURSING AIDE: Performs routine nursing care, normally under close supervision from a registered nurse. Incumbent should possess certification as a Nursing Aide.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						CERTIFIED NURSING AIDE (Continued)										
TYPE OF FIRM REPORTING																
Institution	F	1016	35	200 - 240	210	216	299	6	200 - 240	225	222	308	6	200 - 240	210	214
Summary	F	1016	35	200 - 240	210	216	299	6	200 - 240	225	222	308	6	200 - 240	210	214
						DENTAL ASSISTANT										
SIZE OF FIRM																
1 - 39	F	13	9	150 - 238	215	202	6	4	155 - 238	223	209	-	-	- -	-	-
400 +	F	8	3	200 - 264	250	242	-	-	- -	-	-	8	3	200 - 264	250	242
TYPE OF FIRM REPORTING																
Institution	F	21	12	150 - 264	220	217	6	4	155 - 238	223	209	11	5	173 - 264	235	232
Summary	F	21	12	150 - 264	220	217	6	4	155 - 238	223	209	11	5	173 - 264	235	232
						PHYSIOTHERAPIST										
SIZE OF FIRM																
100 - 399	F	8	6	335 - 395	370	365	-	-	- -	-	-	-	-	- -	-	-
400 +	F	53	10	300 - 399	342	340	24	4	310 - 399	349	357	29	6	300 - 395	315	327
TYPE OF FIRM REPORTING																
Institution	F	71	16	300 - 399	349	347	25	4	310 - 399	349	358	41	7	300 - 395	345	339
Summary	F	74	18	300 - 399	349	347	27	5	310 - 399	349	357	42	8	300 - 395	345	340
						PSYCHIATRIC SOCIAL WORKER										
SIZE OF FIRM																
400 +	F	6	3	345 - 415	360	370	-	-	- -	-	-	-	-	- -	-	-
Summary	F	6	3	345 - 415	360	370	-	-	- -	-	-	-	-	- -	-	-
						CLINICAL PSYCHOLOGIST										
SIZE OF FIRM																
400 +	M	6	3	360 - 495	378	394	-	-	- -	-	-	6	3	360 - 495	378	394
400 +	F	7	3	262 - 475	360	338	-	-	- -	-	-	-	-	- -	-	-
Summary	M	6	3	360 - 495	378	394	-	-	- -	-	-	6	3	360 - 495	378	394
Summary	F	7	3	262 - 475	360	338	-	-	- -	-	-	-	-	- -	-	-

Definition of Duties: DENTAL ASSISTANT: Performs semi-skilled work of a routine nature, assisting a dentist in the treatment of patients. Prepares patients for treatment, assembles and prepares materials and instruments, assists in taking x-ray photographs, develops x-ray films, keeps records of treatments and supplies.

Definition of Duties: PHYSIOTHERAPIST: Following registration with the Canadian Physiotherapy Association, licensing by a province, or other evidence of satisfactory training and experience, qualified to treat disorders and conditions, under medical direction, using all the arts of physical therapy, exercise, massage, heliotherapy, electrotherapy, mechanotherapy, hydrotherapy.

Definition of Duties: PSYCHIATRIC SOCIAL WORKER: Conducts initial patient interviews, explains treatment and services, prepares studies of patient's family and personal history for the use of psychiatrists, physicians, and others, develops out patient treatment plans, makes parole and placement investigations.

Definition of Duties: CLINICAL PSYCHOLOGIST: Under general direction in a hospital or mental health clinic, selects and administers psychological tests to individuals and groups and analyzes results. May conduct individual or group psycotherapy and participate in case conferences on patients. Work is at first professional level requiring university graduation in psychology and some prior experience in a psychological clinic.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
LABORATORY ASSISTANT (MEDICAL)																
SIZE OF FIRM																
100 - 399	F	15	8	180 - 305	210	230	-	-	- -	-	-	-	-	- -	-	-
400 +	M	14	4	225 - 375	274	293	-	-	- -	-	-	-	-	- -	-	-
400 +	F	24	8	182 - 310	216	231	7	3	187 - 310	293	264	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Institution	M	16	6	225 - 375	266	288	3	3	245 - 335	-	305	-	-	- -	-	-
Institution	F	42	18	180 - 310	212	229	14	5	184 - 310	260	259	17	5	182 - 285	210	217
Summary	M	16	6	225 - 375	266	288	3	3	245 - 335	-	305	-	-	- -	-	-
Summary	F	42	18	180 - 310	212	229	14	5	184 - 310	260	259	17	5	182 - 285	210	217
LABORATORY TECHNICIAN (MEDICAL)																
SIZE OF FIRM																
1 - 39	F	5	4	290 - 325	315	310	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	9	6	275 - 350	300	303	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	3	3	300 - 367	-	327	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	38	9	285 - 360	323	322	-	-	- -	-	-	-	-	- -	-	-
400 +	M	20	6	285 - 425	330	343	-	-	- -	-	-	18	4	285 - 425	330	344
400 +	F	93	9	275 - 360	315	313	27	3	290 - 350	334	328	66	6	275 - 360	305	306
TYPE OF FIRM REPORTING																
Institution	M	26	10	275 - 425	330	336	-	-	- -	-	-	21	5	275 - 425	330	338
Institution	F	145	28	275 - 360	315	314	40	6	281 - 350	330	322	68	7	275 - 360	305	306
Summary	M	26	10	275 - 425	330	336	-	-	- -	-	-	21	5	275 - 425	330	338
Summary	F	145	28	275 - 360	315	314	40	6	281 350	330	322	68	7	275 - 360	305	306
LABORATORY TECHNICIAN (MEDICAL) SUPERVISOR																
SIZE OF FIRM																
100 - 399	F	3	3	380 - 435	-	405	-	-	- -	-	-	-	-	- -	-	-
[illegible]	M	4	3	440 - 520	-	481	-	-	- -	-	-	-	-	- -	-	-
[illegible]	F	15	4	350 - 438	360	377	-	-	- -	-	-	-	-	- -	-	-

Definition of Duties: LABORATORY ASSISTANT (MEDICAL): Incumbent should have good formal educational background, at least at the Junior Matriculation level, and preferably some experience or training in laboratory work. Performs routine tests and analyses, catalogues specimen, washes laboratory glassware, makes up solution and staining preparations. Work is performed under supervision from a laboratory technician.

Definition of Duties: LABORATORY TECHNICIAN (MEDICAL): Following graduation from a recognized training institution, registration with the Canadian Society of Laboratory Technologists, or by other evidence of satisfactory training and experience, qualified to use delicate apparatus to perform such laboratory tests as urinalyses, bloodcounts, coagulation, malarial smears, bloodtyping, etc., and to detect the presence or absence of bacteria by making blood tests of the blood tissues and secretions of patients, using such instruments as microscope and micrometer.

Definition of Duties: LABORATORY TECHNICIAN (MEDICAL) SUPERVISOR: Under medical direction, supervises and co-ordinates the work of employees of a laboratory. Performs complex and delicate work personally. Requires university graduation in laboratory technology.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
LABORATORY TECHNICIAN (MEDICAL) SUPERVISOR (Continued)																
TYPE OF FIRM REPORTING																
Institution	M	6	5	365 - 520	455	458	-	-	- -	-	-	3	3	365 - 520	-	465
Institution	F	18	7	350 - 438	370	382	4	3	400 - 438	-	423	-	-	- -	-	-
Summary	M	6	5	365 - 520	455	458	-	-	- -	-	-	3	3	365 - 520	-	465
Summary	F	18	7	350 - 438	370	382	4	3	400 - 438	-	423	-	-	- -	-	-
X-RAY TECHNICIAN-GENERAL GRADE																
SIZE OF FIRM																
1 - 39	F	7	7	275 - 325	295	294	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	3	3	320 - 435	-	377	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	6	5	285 - 335	298	302	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	4	3	300 - 430	-	373	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	10	10	285 - 340	318	314	-	-	- -	-	-	-	-	- -	-	-
400 +	M	4	3	290 - 350	-	326	-	-	- -	-	-	4	3	290 - 350	-	326
400 +	F	53	14	275 - 340	300	303	18	4	280 - 335	305	307	32	7	275 - 340	290	300
TYPE OF FIRM REPORTING																
Institution	M	14	10	290 - 435	345	351	-	-	- -	-	-	8	5	290 - 435	333	340
Institution	F	65	34	275 - 340	300	304	16	6	280 - 335	317	316	30	8	275 - 340	290	299
Summary	M	14	10	290 - 435	345	351	-	-	- -	-	-	8	5	290 - 435	333	340
Summary	F	76	36	275 - 340	300	303	21	7	280 - 335	305	309	36	10	275 - 340	290	299
X-RAY TECHNICIAN - SUPERVISOR																
SIZE OF FIRM																
100 - 399	M	5	5	345 - 455	395	406	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	3	3	360 - 415	-	383	-	-	- -	-	-	-	-	- -	-	-
400 +	M	7	7	410 - 510	425	442	-	-	- -	-	-	4	4	410 - 510	448	454
400 +	F	8	7	345 - 415	397	388	-	-	- -	-	-	5	5	345 - 415	400	394

Definition of Duties: X-RAY TECHNICIAN - GENERAL GRADE: Following graduation from a recognized training institute, registration with the Canadian Society of Radiological Technicians, or by other evidence of satisfactory training and experience, qualified to operate x-ray equipment and give electrical treatments, under medical direction, to develop x-ray films, and make minor repairs to x-ray equipment.

Definition of Duties: X-RAY TECHNICIAN - SUPERVISOR: Under medical direction, supervises and co-ordinates the work of subordinate technicians and others in the x-ray department.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
X-RAY TECHNICIAN - SUPERVISOR (Continued)																
TYPE OF FIRM REPORTING																
Institution	M	14	14	345 - 510	426	430	3	3	410 - 471	-	445	5	5	395 - 510	425	442
Institution	F	10	10	335 - 415	397	384	-	-	- -	-	-	6	6	335 - 415	398	383
Summary	M	14	14	345 - 510	426	430	3	3	410 - 471	-	445	5	5	395 - 510	425	442
Summary	F	13	12	335 - 415	375	372	4	3	360 - 415	-	387	7	7	335 - 415	395	377
ORTHOPEDIC APPLIANCE MAKER																
SIZE OF FIRM																
1 - 39	M	7	3	368 - 511	433	437	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	7	3	368 - 511	433	437	-	-	- -	-	-	-	-	- -	-	-
Institution	M	8	3	350 - 452	401	399	-	-	- -	-	-	-	-	- -	-	-
Summary	M	15	6	350 - 511	422	417	8	3	350 - 452	401	399	7	3	360 - 511	435	437
OCCUPATIONAL THERAPIST																
SIZE OF FIRM																
400 +	F	12	7	315 - 415	338	349	-	-	- -	-	-	6	4	315 - 400	336	343
TYPE OF FIRM REPORTING																
Institution	F	18	8	315 - 420	355	366	-	-	- -	-	-	12	5	315 - 420	378	371
Summary	F	18	8	315 - 420	355	366	-	-	- -	-	-	12	5	315 - 420	378	371
NURSE																
SIZE OF FIRM																
1 - 39	F	23	6	300 - 350	300	313	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	145	12	300 - 355	315	319	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	409	14	300 - 355	315	315	51	3	300 - 345	300	310	-	-	- -	-	-
400 +	F	1176	12	300 - 355	315	318	410	3	300 - 350	315	319	732	7	300 - 355	315	317

Definition of Duties: ORTHOPEDIC APPLIANCE MAKER: Performs skilled technical work in the design, manufacture and repair of orthopedic appliances and special equipment for patients. Requires special training in the fitting and construction of surgical appliances and artificial limbs. Work is performed with medical advice where necessary.

Definition of Duties: OCCUPATIONAL THERAPIST: Plans, develops, and administers therapeutic treatment under the general direction of medical staff, uses judgment to select treatments which fit these directions. May have a diploma in Occupational Therapy or equivalent experience.

Definition of Duties: NURSE: Under supervision, performs professional nursing duties in various fields of nursing services in a hospital, institution or clinic.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							NURSE (Continued)									
TYPE OF FIRM REPORTING																
Institution	F	1753	44	300 - 355	315	317	491	8	300 - 350	315	317	759	11	300 - 355	315	317
Summary	F	1753	44	300 - 355	315	317	491	8	300 - 350	315	317	759	11	300 - 355	315	317
							CHARGE NURSE									
SIZE OF FIRM																
40 - 99	F	18	9	340 - 395	365	362	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	87	12	340 - 400	375	371	-	-	- -	-	-	-	-	- -	-	-
400 +	F	224	11	340 - 400	375	374	72	3	345 - 400	365	371	142	7	340 - 400	382	376
TYPE OF FIRM REPORTING																
Institution	F	330	33	340 - 400	375	373	82	6	345 - 400	365	371	149	9	340 - 400	385	377
Summary	F	330	33	340 - 400	375	373	82	6	345 - 400	365	371	149	9	340 - 400	385	377
							NURSING SHIFT SUPERVISOR									
SIZE OF FIRM																
40 - 99	F	7	6	365 - 425	380	383	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	25	10	360 - 425	395	393	-	-	- -	-	-	-	-	- -	-	-
400 +	F	90	13	360 - 450	404	406	43	3	360 - 445	395	401	35	7	365 - 450	410	414
TYPE OF FIRM REPORTING																
Institution	F	122	29	360 - 450	400	402	48	5	360 - 445	393	399	36	8	360 - 450	410	412
Summary	F	122	29	360 - 450	400	402	48	5	360 - 445	393	399	36	8	360 - 450	410	412
							NURSING INSTRUCTOR									
SIZE OF FIRM																
100 - 399	F	28	10	370 - 450	385	396	-	-	- -	-	-	-	-	- -	-	-
400 +	F	100	10	360 - 450	398	400	33	3	360 - 445	390	398	61	6	360 - 450	400	402
TYPE OF FIRM REPORTING																
Institution	F	129	21	360 - 450	395	399	35	5	360 - 445	390	398	62	7	360 - 450	400	402
Summary	F	129	21	360 - 450	395	399	35	5	360 - 445	390	398	62	7	360 - 450	400	402

Definition of Duties: CHARGE NURSE: Supervises the nursing services in a ward or unit of a hospital or institution or in a clinic dealing with specific health problems.

Definition of Duties: NURSING SHIFT SUPERVISOR: Supervises a shift, or in large hospitals shares in the supervision of a shift. Assists senior personnel in various phases of management work, and exercises administrative control during the absence of superiors.

Definition of Duties: NURSING INSTRUCTOR: Instructs specific nursing training programmes for student nurses and attendants. Responsible for preparation and presentation of lectures.

Size of firm (based on Total Employees and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							JUNIOR STOCKKEEPER									
SIZE OF FIRM																
1 - 39	M	29	26	195 - 346	238	244	5	5	203 - 346	230	252	10	9	195 - 320	250	248
40 - 99	M	31	19	205 - 346	273	268	11	7	263 - 346	290	291	12	7	205 - 300	261	256
100 - 399	M	31	17	200 - 350	270	275	13	7	200 - 340	270	264	16	8	205 - 350	288	285
400 +	M	75	16	192 - 355	290	289	8	3	270 - 345	295	297	58	8	192 - 355	290	288
TYPE OF FIRM REPORTING																
Manufacturing	M	19	13	192 - 355	285	289	-	-	- -	-	-	12	7	192 - 355	310	294
Public Service	M	50	8	205 - 345	290	295	-	-	- -	-	-	37	3	205 - 345	300	302
Department Store	M	24	7	195 - 330	238	243	-	-	- -	-	-	-	-	- -	-	-
Department Store	F	6	3	173 - 231	207	202	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	29	15	200 - 346	273	273	10	6	220 - 346	273	279	17	7	200 - 345	262	271
Automotive Firms	M	15	13	195 - 285	225	227	3	3	200 - 230	-	211	5	4	205 - 285	225	230
Retail Firms	M	13	12	195 - 346	246	252	4	4	244 - 346	280	288	6	5	195 - 275	225	232
Institution	M	13	7	265 - 345	292	300	-	-	- -	-	-	8	3	265 - 345	292	297
Summary	M	166	78	192 - 355	272	275	37	22	200 - 346	273	277	96	32	192 - 355	280	279
Summary	F	15	8	173 - 238	205	202	-	-	- -	-	-	12	5	173 - 231	205	202
							STOCKKEEPER									
SIZE OF FIRM																
1 - 39	M	34	33	260 - 400	309	317	12	12	260 - 375	278	296	6	6	290 - 400	341	343
40 - 99	M	21	17	286 - 410	350	342	8	6	325 - 410	379	374	7	5	286 - 355	315	322
100 - 399	M	87	22	260 - 420	345	343	9	7	260 - 420	350	349	74	11	275 - 388	345	343
400 +	M	80	22	260 - 402	334	331	36	6	260 - 402	316	318	47	13	266 - 390	345	338
400 +	F	5	3	265 - 375	300	318	-	-	- -	-	-	5	3	265 - 375	300	318

Definition of Duties: JUNIOR STOCKKEEPER: Performs routine manual and clerical work in the receipt handling, issuance and recording of a limited line or type of materials. The work is performed under close supervision and in accordance with fixed work methods and standards.

Definition of Duties: STOCKKEEPER: Performs varied manual and clerical work in a stockroom including determination of stock requirements, preparation of order sheets and requisitions, contacting vendors, review and verification of sales orders. Assists in the training of new personnel and is responsible for the stock area in the absence of the supervisor.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							STOCKKEEPER (Continued)									
TYPE OF FIRM REPORTING																
Manufacturing	M	26	19	265 - 402	328	333	7	6	265 - 402	350	338	15	9	280 - 390	330	336
Public Service	M	83	6	300 - 420	345	349	9	3	300 - 420	375	366	-	-	- -	-	-
Department Store	M	38	5	260 - 372	316	315	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	17	16	265 - 385	303	316	8	7	265 - 385	287	309	5	5	286 - 346	300	311
Automotive Firms	M	21	18	260 - 400	335	328	4	4	260 - 375	350	334	7	4	275 - 400	335	329
Retail Firms	M	10	8	275 - 390	301	321	4	4	281 - 390	316	326	-	-	- -	-	-
Institution	M	27	18	260 - 395	329	329	3	3	260 - 381	-	339	19	10	266 - 390	315	322
Construction	M	5	3	350 - 410	390	389	-	-	- -	-	-	-	-	- -	-	-
Summary	M	228	94	260 - 420	345	334	65	31	260 - 420	325	325	134	35	266 - 400	345	340
Summary	F	6	4	217 - 375	295	301	-	-	- -	-	-	5	1	265 - 375	300	318
							CHIEF STOCKKEEPER									
SIZE OF FIRM																
1 - 39	M	40	38	305 - 500	388	396	13	12	315 - 498	375	394	15	16	326 - 500	385	396
40 - 99	M	17	16	310 - 517	400	403	8	7	310 - 500	422	415	6	6	345 - 517	405	408
100 - 399	M	24	16	305 - 517	397	397	3	3	415 - 460	-	442	19	11	305 - 517	380	384
400 +	M	25	17	330 - 520	415	416	-	-	- -	-	-	21	13	330 - 520	415	416
TYPE OF FIRM REPORTING																
Manufacturing	M	15	15	315 - 510	392	399	-	-	- -	-	-	10	10	345 - 470	386	400
Oil Firms	M	4	4	350 - 500	462	443	-	-	- -	-	-	-	-	- -	-	-
Public Service	M	14	5	330 - 517	415	420	-		- -	-	-	-	-	- -	-	-
Wholesale Firms	M	37	28	305 - 500	385	389	15	13	310 - 498	410	402	15	9	305 - 500	329	353
Automotive Firms	M	15	15	305 - 476	400	394	4	4	340 - 476	418	413	6	6	360 - 455	412	411
Retail Firms	M	8	8	325 - 517	415	419	-	-	- -	-	-	5	5	350 - 517	420	439
Institution	M	8	8	359 - 435	406	405	-	-	- -	-	-	6	6	359 - 435	406	404
Summary	M	106	87	305 - 520	405	402	26	24	310 - 500	415	409	61	45	305 - 520	400	400

Definition of Duties: CHIEF STOCKKEEPER: Supervises the operation of a moderately sized stockroom including procuring, receiving, storing and issuing of a great variety of materials, supplies, equipment and machinery. Supervision is exercised over a staff of from 4 to 7 employees.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						WAREHOUSE ORDER DESK CLERK										
SIZE OF FIRM																
1 - 39	M	78	47	240 - 400	325	322	28	17	245 - 400	321	318	29	17	240 - 400	325	324
1 - 39	F	8	6	173 - 280	211	216	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	72	33	240 - 400	315	318	27	14	255 - 400	320	324	38	14	240 - 400	317	318
100 - 399	M	71	22	248 - 400	317	320	17	7	248 - 385	300	316	53	14	250 - 400	325	321
TYPE OF FIRM REPORTING																
Manufacturing	M	30	19	260 - 400	330	331	14	8	260 - 395	300	319	13	8	281 - 400	336	341
Oil Firms	M	4	4	325 - 400	380	371	-	-	- -	-	-	3	3	325 - 400	-	367
Wholesale Firms	M	130	52	240 - 400	323	321	41	20	245 - 400	320	319	70	22	240 - 400	322	321
Wholesale Firms	F	6	4	184 - 280	212	220	-	-	- -	-	-	-	-	- -	-	-
Automotive Firms	M	39	16	240 - 400	300	310	9	4	250 - 350	300	308	25	8	240 - 400	310	314
Retail Firms	M	18	11	250 - 400	295	305	7	5	250 - 400	365	333	9	4	250 - 340	290	293
Summary	M	221	102	240 - 400	320	320	72	34	245 - 400	316	320	120	45	240 - 400	325	321
Summary	F	8	6	173 - 280	211	216	-	-	- -	-	-	-	-	- -	-	-
						WAREHOUSE COUNTERMAN										
SIZE OF FIRM																
1 - 39	M	50	38	210 - 360	300	291	12	10	238 - 340	295	286	9	7	212 - 350	325	294
40 - 99	M	45	21	210 - 371	290	293	23	10	210 - 364	290	289	20	9	215 - 371	280	294
100 - 399	M	74	19	210 - 375	300	300	12	5	260 - 375	340	324	61	13	210 - 375	300	295
TYPE OF FIRM REPORTING																
Manufacturing	M	12	8	276 - 360	310	311	4	3	292 - 360	-	324	6	3	276 - 350	281	296
Oil Firms	M	4	3	325 - 371	-	344	-	-	- -	-	-	4	3	325 - 371	340	344
Wholesale Firms	M	75	38	210 - 364	294	292	32	14	220 - 364	290	294	25	11	212 - 364	300	293
Automotive Firms	M	55	18	210 - 365	280	289	5	4	210 - 310	300	273	41	8	210 - 365	280	288
Retail Firms	M	19	8	215 - 375	300	303	-	-	- -	-	-	14	4	215 - 375	300	304
Summary	M	170	79	210 - 375	300	295	47	25	210 - 375	300	297	91	30	210 - 375	300	295

Definition of Duties: WAREHOUSE ORDER DESK CLERK: Takes orders and sells merchandise, writes up mail orders and orders received by telephone. Also prepares priced quotations and bids for customers. Performs other clerical functions pertaining to sale and delivery of merchandise to customers.

Definition of Duties: WAREHOUSE COUNTERMAN: Waits on immediate order customers in call-order department. Must have specialized knowledge of particular department in which he works. Performs other clerical functions pertaining to sale and delivery of merchandise to customers.

Size of Firm Based on Total Employees / Type of Firm Reporting	Male Employees M - F	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average	No. Employed	No. of Firms	Range	Median Rate	Weighted Average
				$	$	$			$	$	$			$	$	$
WAREHOUSE ORDER FILLER																
SIZE OF FIRM																
1 - 39	M	45	28	200 - 358	280	276	16	11	200 - 358	300	280	19	10	217 - 326	270	269
40 - 99	M	56	21	200 - 361	271	281	43	13	200 - 361	273	283	22	7	210 - 338	271	274
100 - 399	M	106	16	200 - 364	275	277	-	-	- -	-	-	99	12	200 - 364	267	275
400 -	M	34	4	210 - 369	366	343	-	-	- -	-	-	24	3	210 - 369	369	336
TYPE OF FIRM REPORTING																
Manufacturing	M	61	16	210 - 369	354	331	23	7	300 - 369	357	350	32	5	210 - 369	360	325
Wholesale Firms	M	159	37	200 - 358	271	273	40	13	200 - 358	263	265	111	19	201 - 338	271	270
Automotive Firms	M	7	4	200 - 280	220	236	-	-	- -	-	-	5	3	200 - 275	215	230
Retail Firms	M	17	10	200 - 353	225	260	9	7	200 - 353	314	281	8	3	220 - 250	225	231
Summary	M	261	69	200 - 369	281	287	72	27	200 - 369	287	295	154	32	200 - 369	277	283
WAREHOUSE CHECKER																
SIZE OF FIRM																
1 - 39	M	11	9	275 - 368	322	323	5	4	299 - 365	312	320	3	3	275 - 368	-	329
40 - 99	M	21	12	225 - 353	297	305	10	5	250 - 353	339	321	9	5	260 - 321	297	295
100 - 399	M	27	7	318 - 346	320	306	-	-	- -	-	-	22	5	218 - 346	332	304
400 -	M	27	7	344 - 387	387	381	-	-	- -	-	-	13	4	350 - 387	387	384
TYPE OF FIRM REPORTING																
Manufacturing	M	32	11	299 - 387	387	372	14	3	299 - 387	387	370	14	5	329 - 387	387	360
Wholesale Firms	M	43	17	250 - 368	312	309	10	6	250 - 329	306	305	30	9	265 - 368	309	308
Automotive Firms	M	3	3	218 - 238	-	227	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	7	3	260 - 365	356	341	-	-	- -	-	-	-	-	- -	-	-
Summary	M	85	35	218 - 387	335	331	31	12	238 - 387	353	342	47	17	218 - 387	335	326

Definition of Duties: WAREHOUSE ORDER FILLER: Picks merchandise from bins and shelves to fill customers orders. Moves merchandise in warehouse truck to packing room and lays it out on packing bench ready for checking.

Definition of Duties: WAREHOUSE CHECKER: Checks customers orders as filled by order clerks against original order form. Verifies accuracy of type and quality.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) / Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							WAREHOUSE PACKER									
SIZE OF FIRM																
1 - 39	M	16	15	200 - 360	292	279	4	4	200 - 330	263	264	7	6	205 - 360	276	279
40 - 99	M	28	11	200 - 349	259	261	10	4	247 - 349	273	278	18	7	200 - 320	256	251
100 - 399	M	65	9	200 - 317	292	285	-	-	- -	-	-	55	7	200 - 313	292	282
100 - 399	F	19	3	227 - 279	251	259	-	-	- -	-	-	-	-	- -	-	-
400 +	M	34	8	258 - 369	357	335	-	-	- -	-	-	28	6	258 - 369	357	332
TYPE OF FIRM REPORTING																
Manufacturing	M	45	10	230 - 369	357	326	-	-	- -	-	-	30	7	230 - 369	357	326
Wholesale Firms	M	53	25	200 - 349	260	264	14	8	200 - 349	273	274	35	13	200 - 320	258	255
Summary	M	143	43	200 - 369	292	292	20	10	200 - 369	290	298	108	26	200 - 369	292	289
Summary	F	19	3	227 - 279	251	259	-	-	- -	-	-	-	-	- -	-	-
							WAREHOUSE SHIPPING CLERK									
SIZE OF FIRM																
1 - 39	M	85	70	238 - 377	303	305	21	18	250 - 375	292	300	33	30	238 - 377	305	308
1 - 39	F	3	3	234 - 275	-	261	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	62	43	238 - 381	306	310	25	20	238 - 375	300	306	34	21	250 - 372	305	309
100 - 399	M	60	21	238 - 387	325	318	13	6	238 - 387	348	322	43	13	250 - 374	321	318
400 +	M	34	10	276 - 387	374	362	9	4	303 - 387	363	360	24	5	276 - 386	374	364
TYPE OF FIRM REPORTING																
Manufacturing	M	94	47	248 - 387	342	333	23	18	257 - 387	335	328	52	18	250 - 386	346	343
Oil Firms	M	3	3	250 - 335	-	287	-	-	- -	-	-	3	3	250 - 335	-	287
Department Store	M	13	8	238 - 375	344	328	8	3	238 - 375	344	324	-	-	- -	-	-
Wholesale Firms	M	100	63	238 - 372	308	307	31	21	238 - 364	300	303	54	31	238 - 372	311	308
Automotive Firms	M	7	5	257 - 305	290	286	-	-	- -	-	-	5	3	275 - 305	295	291
Retail Firms	M	17	16	250 - 377	285	295	4	4	250 - 365	308	308	10	9	250 - 377	290	294
Summary	M	241	144	238 - 387	320	318	68	48	238 - 387	310	314	134	58	238 - 386	321	321
Summary	F	4	4	192 - 275	255	244	-	-	- -	-	-	-	-	- -	-	-

Definition of Duties: WAREHOUSE PACKER: Packs merchandise which is sold in less than factory pack quantity. Prepares packing list showing contents and weight of each package.

Definition of Duties: WAREHOUSE SHIPPING CLERK: Assembles customers packed orders as received from packing rooms. Prepares bills of lading from packing lists supplied by packers. Checks orders onto trucks or drays and obtains driver's receipt for same. Performs other clerical functions pertaining to shipping.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							WAREHOUSEMAN									
SIZE OF FIRM																
1 - 39	M	100	40	242 - 388	293	295	30	15	242 - 365	301	299	38	21	249 - 375	283	291
40 - 99	M	79	30	247 - 384	300	302	29	10	247 - 384	300	299	42	15	250 - 384	307	308
100 - 399	M	257	27	241 - 381	315	312	69	8	264 - 381	315	319	147	13	250 - 381	333	316
400 +	M	245	14	258 - 383	355	347	23	5	261 - 381	345	338	213	8	258 - 383	355	350
TYPE OF FIRM REPORTING																
Manufacturing	M	288	26	241 - 383	355	337	30	8	250 - 369	317	323	215	13	250 - 383	355	348
Oil Firms	M	21	9	250 - 388	332	329	-	-	- -	-	-	11	6	250 - 381	290	297
Public Service	M	12	4	285 - 381	348	338	-	-	- -	-	-	-	-	- -	-	-
Department Store	M	27	7	260 - 372	303	313	-	-	- -	-	-	-	-	- -	-	-
Wholesale Firms	M	219	53	242 - 384	300	296	88	18	242 - 384	315	306	103	25	249 - 384	286	291
Retail Firms	M	101	12	250 - 354	333	330	6	4	270 - 345	300	303	93	6	260 - 354	333	333
Institution	M	7	5	251 - 334	265	290	-	-	- -	-	-	-	-	- -	-	-
Summary	M	681	120	241 - 388	325	321	151	38	242 - 384	315	314	440	57	249 - 384	340	329
							DISPLAYMAN									
SIZE OF FIRM																
1 - 39	M	4	4	325 - 390	336	347	3	3	325 - 390	-	354	-	-	- -	-	-
100 - 399	M	14	6	281 - 411	353	349	6	3	346 - 411	368	372	8	3	281 - 368	336	332
100 - 399	F	3	3	268 - 303	-	286	-	-	- -	-	-	-	-	- -	-	-
400 +	F	17	4	264 - 404	359	334	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Department Store	M	35	14	264 - 411	348	342	16	7	286 - 411	359	359	18	6	264 - 375	332	327
Department Store	F	7	6	173 - 303	195	226	3	3	195 - 303	-	261	-	-	- -	-	-
Summary	M	36	15	264 - 411	347	342	17	8	286 - 411	359	357	18	6	264 - 375	332	327
Summary	F	9	7	173 - 303	199	226	3	3	195 - 303	-	261	-	-	- -	-	-

Definition of Duties: WAREHOUSEMAN: Stores merchandise in bins and shelves, moves merchandise from surplus stocks to bins, fills orders and does other similar tasks under direction of stockman.

Definition of Duties: DISPLAYMAN: Uses high degree of creative ingenuity in arranging window and interior displays through use of coordinated merchandise and display materials.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							SALESCLERK SMALLWARES									
SIZE OF FIRM																
1 - 39	F	121	21	162 - 260	177	185	28	7	169 - 260	174	186	24	3	165 - 209	173	176
40 - 99	F	73	7	162 - 251	182	194	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	65	7	165 - 260	182	193	31	3	165 - 260	182	197	26	3	165 - 247	173	183
400 +	F	110	6	192 - 260	242	234	-	-	- -	-	-	50	4	192 - 260	240	232
TYPE OF FIRM REPORTING																
Department Store	F	296	27	162 - 260	207	208	113	7	162 - 260	217	215	84	9	165 - 260	215	212
Retail Firms	F	73	14	162 - 260	174	185	16	6	162 - 260	173	190	-	-	- -	-	-
Summary	F	370	41	162 - 260	195	203	129	13	162 - 260	209	212	129	11	162 - 260	192	201
							HARDGOODS SALESPERSON									
SIZE OF FIRM																
1 - 39	M	43	16	238 - 385	300	297	21	6	238 - 350	285	297	-	-	- -	-	-
1 - 39	F	19	11	173 - 235	200	202	6	3	173 - 235	200	201	-	-	- -	-	-
40 - 99	M	13	3	240 - 350	300	307	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	11	4	182 - 264	244	229	-	-	- -	-	-	-	-	- -	-	-
100 - 399	M	31	5	260 - 385	325	326	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	33	8	173 - 268	225	222	-	-	- -	-	-	8	3	173 - 209	177	183
400 +	M	42	6	245 - 390	328	319	-	-	- -	-	-	25	4	272 - 381	345	332
400 +	F	67	6	173 - 272	251	248	-	-	- -	-	-	39	4	173 - 272	251	246
TYPE OF FIRM REPORTING																
Department Store	M	74	12	245 - 390	325	322	42	4	245 - 390	325	319	28	6	272 - 382	344	331
Department Store	F	113	18	173 - 272	248	237	48	5	182 - 268	244	241	48	8	173 - 272	256	234
Retail Firms	M	55	18	238 - 385	300	299	21	6	238 - 350	285	297	-	-	- -	-	-
Retail Firms	F	17	9	173 - 235	235	203	6	3	173 - 235	207	201	-	-	- -	-	-
Summary	M	129	30	238 - 390	312	312	63	10	238 - 390	310	312	38	8	272 - 382	328	328
Summary	F	130	27	173 - 272	242	233	54	8	173 - 268	242	236	50	9	173 - 272	243	235

Definition of Duties: SALESCLERK SMALLWARES: (Drugs, notions, candies, stationery, etc.) Sells merchandise of quick turnover requiring little persuasion but fast service. Fills show cases with merchandise. Is responsible for basic stock re-ordering, requisitions price cards, keeps section clean and tidy.

Definition of Duties: HARDGOODS SALESPERSON: (Housewares, sporting goods, china, hardware.) Sells merchandise requiring fair degree of technical knowledge, i.e. fishing equipment, power tools, paint, etc. Fair amount of stock work and considerable housekeeping required. Re-orders basic stock for section, price cards. Arranges displays.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
GROCERY CASHIER																
SIZE OF FIRM																
1 - 39	M	8	3	279 - 372	302	316	-	-	- -	-	-	-	-	- -	-	-
1 - 39	F	13	5	234 - 305	291	286	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	23	3	225 - 300	282	276	-	-	- -	-	-	-	-	- -	-	-
400 +	F	326	6	220 - 311	302	292	-	-	- -	-	-	180	4	220 - 310	302	288
TYPE OF FIRM REPORTING																
Department Store	F	53	5	220 - 310	290	288	-	-	- -	-	-	35	3	220 - 303	288	286
Retail Firms	M	16	5	210 - 372	279	286	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	F	316	10	225 - 311	302	291	-	-	- -	-	-	-	-	- -	-	-
Summary	M	24	6	210 - 372	329	312	-	-	- -	-	-	-	-	- -	-	-
Summary	F	370	15	220 - 311	302	290	157	4	225 - 311	303	295	180	4	220 - 310	302	288
BUTCHER																
SIZE OF FIRM																
1 - 39	M	6	5	350 - 438	398	390	-	-	- -	-	-	-	-	- -	-	-
40 - 99	M	17	6	346 - 430	419	407	-	-	- -	-	-	-	-	- -	-	-
400 +	M	154	6	326 - 440	433	426	-	-	- -	-	-	82	4	326 - 433	433	419
TYPE OF FIRM REPORTING																
Department Store	M	11	4	358 - 435	400	411	-	-	- -	-	-	8	3	358 - 433	400	401
Retail Firms	M	166	11	326 - 440	433	424	-	-	- -	-	-	-	-	- -	-	-
Summary	M	177	15	326 - 440	433	423	76	3	336 - 440	440	431	82	4	326 - 433	433	419
MEAT PACKER																
SIZE OF FIRM																
1 - 39	F	4	3	260 - 291	-	283	-	-	- -	-	-	-	-	- -	-	-
40 - 99	F	11	3	262 - 291	291	288	-	-	- -	-	-	-	-	- -	-	-
400 +	F	139	5	227 - 315	302	300	-	-	- -	-	-	70	3	227 - 302	302	287
TYPE OF FIRM REPORTING																
Department Store	F	14	4	264 - 303	300	294	-	-	-	-	-	-	-	- -	-	-
Retail Firms	F	143	8	227 - 315	302	290	-		- -	-	-	-	-	- -	-	-
Summary	F	157	12	227 - 315	302	293	73	4	231 - 315	315	311	70	3	227 - 302	302	287

Definition of Duties: GROCERY CASHIER: Operates cash register recording cash, charges, c.o.d. sales. Wraps and packs taken purchases. Looks after section of stock, filling of shelves, housekeeping in department.

Definition of Duties: BUTCHER: Carries sides of beef, etc., from receiving dock to cooler. Cuts sides of meat into various cuts. Does housekeeping in the cutting room.

Definition of Duties: MEAT PACKER: Scales cuts of meats, marks price and weight. Wraps in cellophane wrapper and places in counter. Is responsible for housekeeping in pre-pack room.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						SALESPERSON FASHION ACCESSORIES										
SIZE OF FIRM																
1 - 39	F	37	14	173 - 262	195	197	-	-	- -	-	-	6	3	173 - 228	193	193
40 - 99	F	23	6	182 - 260	214	213	-	-	- -	-	-	-	-	- -	-	-
100 - 399	F	66	7	173 - 260	213	214	30	3	182 - 260	221	224	21	3	173 - 260	195	194
400 +	F	72	5	207 - 267	244	246	-	-	- -	-	-	32	3	217 - 264	244	246
TYPE OF FIRM REPORTING																
Department Store	F	176	26	173 - 267	229	224	76	7	182 - 267	242	232	59	9	173 - 264	231	222
Retail Firms	F	22	6	173 - 260	202	210	-	-	- -	-	-	-	-	- -	-	-
Summary	F	198	32	173 - 267	225	222	83	8	173 - 267	242	230	71	11	173 - 264	224	220
						WOMEN'S WEAR SALESWOMAN										
SIZE OF FIRM																
1 - 39	F	16	6	166 - 281	195	203	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Department Store	F	31	5	169 - 281	251	246	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	F	20	5	166 - 281	200	209	-	-	- -	-	-	-	-	- -	-	-
Summary	F	51	10	166 - 281	242	232	24	3	181 - 281	250	243	-	-	- -	-	-
						CORSET SALESWOMAN										
Summary All Firms	F	5	3	173 - 264	260	230	-	-	- -	-	-	-	-	- -	-	-
						SHOE SALESMAN										
SIZE OF FIRM																
1 - 39	M	4	3	191 - 357	-	278	-	-	- -	-	-	-	-	- -	-	-
1 - 39	F	7	5	147 - 239	173	178	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Department Store	M	9	4	242 - 355	303	301	-	-	- -	-	-	-	-	- -	-	-
Department Store	F	5	4	147 - 225	169	179	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	M	4	3	191 - 357	-	272	-	-	- -	-	-	-	-	- -	-	-
Retail Firms	F	4	3	173 - 239	-	201	-	-	- -	-	-	-	-	- -	-	-
Summary	M	13	7	191 - 357	303	294	-	-	- -	-	-	-	-	- -	-	-
Summary	F	9	7	147 - 239	173	189	-	-	- -	-	-	-	-	- -	-	-

Definition of Duties: SALES PERSON FASHION ACCESSORIES: (Hosiery, neckwear, lingerie, handbags, etc.) Sells merchandise requiring fair degree of persuasion, knowledge of fashion and fabrics important. Demonstrates the important features of the product. Is responsible for care of section of stock, housekeeping, basic stock re-orders.

Definition of Duties: WOMEN'S WEAR SALESWOMAN: (Coats, suits, dresses, millinery.) Sells merchandise requiring high degree of selling ability. Must know fashions very well. Models and demonstrates clothing. Cares for section of stock, does some display work, may do some minor fitting.

Definition of Duties: CORSET SALESWOMAN: Sells and fits ladies corsets, brassieres, etc., counsels customers in problems of anatomy and posture. Position requires high degree of tact, tolerance and understanding.

Definition of Duties: SHOE SALESMAN: Fits and sells shoes, looks after a section of stock. Orders basic stock. Is responsible for housekeeping in section. Knowledge of leathers, fitting and anatomy of foot required.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						MEN'S AND BOYS' FURNISHINGS SALESPERSON										
SIZE OF FIRM																
1 - 39	M	7	4	250 - 303	281	280	5	3	260 - 303	281	281	-	-	-	-	-
TYPE OF FIRM REPORTING																
Department Store	M	12	3	225 - 325	255	266	-	-	-	-	-	-	-	-	-	-
Retail Firms	M	4	3	250 - 300	-	268	-	-	-	-	-	-	-	-	-	-
Summary	M	16	6	225 - 325	260	267	12	4	225 - 303	260	264	-	-	-	-	-
						MEN'S AND BOYS' WEAR SALESMAN										
SIZE OF FIRM																
1 - 39	M	9	4	260 - 346	325	309	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Department Store	M	9	3	229 - 346	238	266	-	-	-	-	-	-	-	-	-	-
Retail Firms	M	7	3	281 - 346	325	314	-	-	-	-	-	-	-	-	-	-
Summary	M	16	5	229 - 346	293	287	-	-	-	-	-	-	-	-	-	-
						HOME FURNISHINGS SALESPERSON										
SIZE OF FIRM																
1 - 39	M	22	10	238 - 433	325	335	12	4	238 - 433	327	343	-	-	-	-	-
TYPE OF FIRM REPORTING																
Retail Firms	M	22	10	238 - 433	325	335	12	4	238 - 433	327	343	-	-	-	-	-
Summary	M	38	12	238 - 433	327	339	22	5	238 - 433	351	355	-	-	-	-	-
Summary	F	17	3	217 - 463	260	296	-	-	-	-	-	-	-	-	-	-
						TAILOR										
SIZE OF FIRM																
1 - 39	M	3	3	325 - 350	-	340	-	-	-	-	-	-	-	-	-	-
TYPE OF FIRM REPORTING																
Retail Firms	M	4	4	295 - 350	329	326	-	-	-	-	-	-	-	-	-	-
Summary	M	6	6	295 - 350	319	322	3	3	295 - 346	-	322	-	-	-	-	-

Definition of Duties: MEN'S AND BOYS' FURNISHINGS SALESPERSON: Sells merchandise requiring style sense, knowledge of fabrics. Must have considerable persuasive ability. Looks after section of stock, basic stock re-orders, housekeeping in section.

Definition of Duties: MEN'S AND BOYS' WEAR SALESMAN: Sells men's and boys' suits, coats, etc. Requires high degree of selling ability. Is responsible for stock-work, i.e. bringing stock to the floor and other heavy work in department. Is responsible for re-orders basic stock, housekeeping.

Definition of Duties: HOME FURNISHINGS SALESPERSON: (Furniture, floor coverings, drapes.) Sells merchandise requiring high degree of selling ability and color sense. Advises customers on room settings and co-ordination of furnishings. Is responsible for moving of stock (male only). Housekeeping in department.

Definition of Duties: TAILOR: Alters ready-made garments according to fitters instructions. Operates sewing machine, hoffman press.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
TAILORESS																
SIZE OF FIRM																
1 - 39	F	5	5	162 - 196	173	177	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Retail Firms	F	7	5	162 - 238	173	186	-	-	- -	-	-	5	3	173 - 238	180	193
Summary	F	9	7	162 - 238	173	186	-	-	- -	-	-	5	3	173 - 238	180	193
ARTIST																
SIZE OF FIRM																
1 - 39	M	9	5	325 - 500	450	432	7	3	325 - 500	450	432	-	-	- -	-	-
40 - 99	M	7	4	320 - 481	390	405	-	-	- -	-	-	-	-	- -	-	-
400 +	M	11	3	365 - 483	418	431	-	-	- -	-	-	6	3	415 - 483	465	456
400 +	F	5	3	250 - 377	330	320	-	-	- -	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	12	8	325 - 500	454	433	8	5	325 - 500	450	430	-	-	- -	-	-
Summary	M	27	14	320 - 500	424	424	14	7	320 - 500	413	416	12	6	375 - 483	446	436
Summary	F	7	5	250 - 381	330	326	-	-	- -	-	-	-	-	- -	-	-
AGRICULTURIST																
TYPE OF FIRM REPORTING																
Manufacturing	M	9	3	450 - 700	570	582	-	-	- -	-	-	-	-	- -	-	-
Summary	M	9	3	450 - 700	570	582	-	-	- -	-	-	-	-	- -	-	-
LABORATORY ASSISTANT																
SIZE OF FIRM																
40 - 99	M	5	5	300 - 425	345	359	4	4	300 - 425	362	363	-	-	- -	-	-
100 - 399	M	43	12	260 - 420	330	335	18	7	260 - 405	345	336	19	4	260 - 420	325	323
100 - 399	F	9	6	205 - 300	243	250	-	-	- -	-	-	-	-	- -	-	-
400 +	M	112	7	260 - 435	342	346	-	-	- -	-	-	112	7	260 - 435	342	346
400 +	F	13	4	190 - 415	300	307	-	-	- -	-	-	10	3	190 - 415	330	327

Definition of Duties: TAILORESS: Same as Tailor except presses with flat iron.

Definition of Duties: ARTIST: Produces illustrations and displays for the purpose of information, publicity or film titling. Develops rough sketches from general ideas or suggestions. Designs and produces posters, pamphlets, brochures, and programmes using such techniques as free-hand lettering, airbrush, silk screen, poster, water colour and oil painting. Requires considerable creative ability and initiative.

Definition of Duties: AGRICULTURIST: Performs professional work in various fields of agriculture, eigher promoting modern methods and techniques or conducting inspectional and regulatory programmes. This position requires a graduate in agriculture with practical experience in farming.

Definition of Duties: LABORATORY ASSISTANT: Performs routine work under supervision in a laboratory. Assists a technician with complex tests and performs routine tests and analyses. Requires no formal training other than high school courses in science.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
						LABORATORY ASSISTANT (Continued)										
TYPE OF FIRM REPORTING																
Manufacturing	M	59	17	260 - 435	346	356	13	8	260 - 425	340	340	38	8	305 - 435	346	360
Manufacturing	F	6	5	215 - 390	263	287	-	-	- -	-	-	4	3	232 - 390	-	312
Oil Firms	M	7	3	260 - 400	390	339	-	-	- -	-	-	-	-	- -	-	-
Institution	M	88	3	260 - 435	330	335	-	-	- -	-	-	-	-	- -	-	-
Institution	F	16	7	190 - 415	260	281	-	-	- -	-	-	11	3	190 - 415	280	295
Summary	M	171	27	260 - 435	340	341	20	11	260 - 425	345	342	142	13	260 - 435	335	340
Summary	F	25	13	190 - 415	250	278	6	3	235 - 300	255	260	15	6	190 - 415	280	300
						INDUSTRIAL LABORATORY TECHNICIAN										
SIZE OF FIRM																
1 - 39	M	4	3	355 - 400	-	389	-	-	- -	-	-	4	3	355 - 400	-	389
40 - 99	M	[illegible]	5	355 - 475	440	427	3	3	355 - 465	-	407	-	-	- -	-	-
100 - 399	M	34	[illegible]	330 - 495	388	394	6	5	346 - 465	425	412	-	-	- -	-	-
400 +	M	76	[illegible]	330 - 495	395	395	19	3	330 - 465	375	386	51	5	335 - 495	395	394
400 +	F	32	3	330 - 399	[illegible]	[illegible]			-	-	-	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	79	16	335 - 495	[illegible]	[illegible]	[illegible]	[illegible]	[illegible] - 465	412	403	62	6	335 - 495	395	392
Oil Firms	M	22	5	330 - 465	[illegible]	[illegible]	[illegible]	[illegible]	[illegible] - 435	380	390	-	-	- -	-	-
Summary	M	119	26	330 - 495	[illegible]	[illegible]	26	11	330 - 465	388	394	82	12	330 - 495	393	391
Summary	F	38	6	330 - 399	335	362			-	-	-	34	4	330 - 395	395	384
						INDUSTRIAL LABORATORY TECHNICIAN (GRADUATE)										
SIZE OF FIRM																
100 - 399	M	4	4	465 - 735	582	[illegible]	-		-	-	-	-	-	- -	-	-
400 +	M	20	5	450 - 671	560	562	-		-	-	-	14	3	450 - 671	560	557
TYPE OF FIRM REPORTING																
Manufacturing	M	20	6	450 - 735	560	575	-		-	-	-	-	-	- -	-	-
Summary	M	24	9	450 - 735	550	[illegible]			-	-	-	15	4	450 - 671	560	551
Summary	F	5	3	315 - 433	375	371	-		-	-	-	-	-	- -	-	

Definition of Duties: INDUSTRIAL LABORATORY TECHNICIAN: Performs tests, analyses and experiments requiring a high degree of technical competence and formal training, to the level of a Diploma in Laboratory Technology from a recognized Institute of Technology.

Definition of Duties: INDUSTRIAL LABORATORY TECHNICIAN (GRADUATE): Duties similar to those of Agriculturist but incumbent must possess university degree in chemistry, physics, zoology or other pure science.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	CALGARY No. Employed	CALGARY No. of Firms	CALGARY Range	CALGARY Median Rate	CALGARY Weighted Average	EDMONTON No. Employed	EDMONTON No. of Firms	EDMONTON Range	EDMONTON Median Rate	EDMONTON Weighted Average
				$	$	$			$	$	$			$	$	$
							INDUSTRIAL NURSE									
SIZE OF FIRM																
100 - 399	F	11	11	325 - 406	362	363	5	5	325 - 385	355	358	3	3	362 - 406	-	381
400 +	F	18	16	325 - 420	355	364	6	6	325 - 408	353	356	12	10	335 - 420	355	368
TYPE OF FIRM REPORTING																
Manufacturing	F	15	14	335 - 420	355	362	5	5	342 - 385	355	362	9	8	335 - 420	355	363
Department Store	F	6	5	325 - 400	346	353	3	3	325 - 359	-	343	-	-	- -	-	-
Institution	F	5	5	335 - 420	375	374	-	-	- -	-	-	-	-	- -	-	-
Summary	F	30	28	325 - 420	355	363	11	11	325 - 408	355	357	16	14	335 - 420	358	369

Definition of Duties: INDUSTRIAL NURSE: Provides professional first-aid and emergency nursing care, for staff of the organization served. May investigate employee absences caused by illness. May assist the plant doctor as required. Requires graduation from an approved school of nursing.

SECTION 2

Range of Wages, Weighted Averages and Medians

By Size and Type of Firm

Alberta - Lethbridge - Medicine Hat

Comments made in Section 1 outlining methods also apply in this Section

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* Indicates hourly rates or both monthly and hourly rates shown.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
						CLERK (BEGINNING OF FIRST LEVEL)										
SIZE OF FIRM																
1 - 39	M	38	27	191 - 312	223	234	-	-	- -	-	-	5	5	200 - 260	220	226
1 - 39	F	102	68	175 - 251	195	201	11	7	175 - 206	184	190	6	4	181 - 220	200	201
40 - 99	F	103	41	175 - 250	200	207	4	3	180 - 191	-	187	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	63	27	190 - 320	240	240	3	3	200 - 300	-	242	-	-	- -	-	-
Wholesale Firms	F	66	29	175 - 250	204	207	4	3	180 - 206	193	193	-	-	- -	-	-
Retail Firms	F	46	25	175 - 251	196	200	4	3	180 - 191	-	187	-	-	- -	-	-
Institution	F	112	24	175 - 254	201	209	5	3	175 - 200	189	189	-	-	- -	-	-
Summary	M	440	253	190 - 322	238	246	-	-	- -	-	-	8	7	200 - 260	212	217
Summary	F	947	195	175 - 254	207	211	23	12	175 - 215	195	194	7	5	181 - 220	200	200
						CLERK - GENERAL (INTERMEDIATE)										
SIZE OF FIRM																
1 - 39	M	91	53	260 - 470	330	343	5	6	268 - 375	325	321	-	-	- -	-	-
1 - 39	F	149	103	200 - 345	242	245	15	13	200 - 325	235	249	11	9	200 - 300	220	235
40 - 99	F	140	53	200 - 345	249	258	-	-	- -	-	-	9	3	217 - 290	238	234
100 - 399	M	322	63	260 - 470	355	359	-	-	- -	-	-	11	3	280 - 375	313	318
TYPE OF FIRM REPORTING																
Manufacturing	M	163	56	260 - 465	348	345	5	4	300 - 385	355	352	11	4	275 - 359	310	313
Manufacturing	F	69	40	200 - 335	264	266	-	-	- -	-	-	6	5	200 - 295	225	231
Financial Firms	F	140	34	200 - 335	245	249	-	-	- -	-	-	5	4	200 - 300	214	228
Retail Firms	F	49	30	200 - 345	245	258	4	4	220 - 303	250	256	-	-	- -	-	-
Institution	F	178	31	200 - 337	231	249	3	3	240 - 270	-	255	-	-	- -	-	-
Summary	M	1133	217	260 - 470	359	362	15	10	261 - 385	310	323	18	6	276 - 390	316	321
Summary	F	949	256	200 - 348	256	262	28	17	200 - 333	226	244	28	15	200 - 300	219	228

See Section 1. for definition of duties.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
							PRINCIPAL (SENIOR) CLERK									
SIZE OF FIRM																
1 - 39	M	91	67	331 - 560	425	434	3	3	340 - 475	440	418	3	3	368 - 395	-	385
1 - 39	F	63	43	249 - 390	300	302	9	5	260 - 330	306	299	-	-	- -	-	-
100 - 399	M	251	62	330 - 575	425	433	-	-	- -	-	-	8	3	375 - 470	398	408
TYPE OF FIRM REPORTING																
Manufacturing	M	109	47	340 - 560	425	432	6	4	390 - 475	425	430	9	4	380 - 470	395	408
Institution	F	47	23	245 - 380	300	299	7	3	260 - 330	306	296	-	-	- -	-	-
Summary	M	694	196	330 - 575	435	441	13	8	333 - 475	405	402	13	7	368 - 470	385	399
Summary	F	271	105	245 - 393	309	310	10	6	260 - 330	303	295	-	-	- -	-	-
							PAY ROLL CLERK (FULL TIME)									
Summary All Firms	M	84	63	250 - 465	357	356	3	3	349 - 465	-	413	-	-	- -	-	-
Summary All Firms	F	153	118	215 - 368	280	283	4	4	234 - 300	271	269	-	-	- -	-	-
							ACCOUNTING CLERK (BOOKKEEPER, SENIOR)									
SIZE OF FIRM																
1 - 39	M	40	40	300 - 495	375	386	6	6	300 - 450	387	384	-	-	- -	-	-
1 - 39	F	82	76	225 - 360	283	287	7	7	225 - 325	235	248	9	9	225 - 316	250	261
40 - 99	F	29	25	225 - 365	285	294	3	3	240 - 281	-	257	-	-	- -	-	-
100 - 399	M	55	30	300 - 495	385	393	3	3	335 - 425	-	378	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	54	37	300 - 498	403	401	5	5	300 - 425	400	377	-	-	- -	-	-
Retail Firms	F	23	23	225 - 354	262	272	3	3	225 - 238	-	233	5	5	225 - 281	250	253
Summary	M	192	112	296 - 500	393	396	11	11	300 - 450	375	383	3	3	300 - 400	-	350
Summary	F	215	125	225 - 365	323	304	11	11	225 - 350	240	259	12	11	225 - 316	256	262
							JUNIOR CLERK TYPIST (BEGINNING LEVEL)									
SIZE OF FIRM																
100 - 399	F	147	45	180 - 255	210	214	6	3	182 - 210	203	200	-	-	- -	-	-
Summary	F	589	145	180 - 256	210	212	8	5	180 - 210	194	195	4	4	184 - 200	192	192
							CLERK TYPIST (INTERMEDIATE)									
Summary All Firms	F	591	182	208 - 291	243	247	5	5	215 - 280	238	246	4	4	210 - 234	226	224

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
							SENIOR CLERK TYPIST									
SIZE OF FIRM																
1 - 39	F	34	29	220 - 325	267	273	3	3	230 - 248	-	239	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Institution	F	59	14	225 - 319	252	258	10	3	225 - 290	242	247	-	-	- -	-	-
Summary	F	191	79	220 - 325	270	275	12	5	225 - 290	239	245	3	3	225 - 300	-	250
							JUNIOR STENOGRAPHER (BEGINNING LEVEL)									
Summary All Firms	F	426	155	200 - 275	235	234	17	5	200 - 261	225	229	-	-	- -	-	-
							SENIOR STENOGRAPHER									
SIZE OF FIRM																
1 - 39	F	97	70	240 - 325	275	277	3	3	250 - 317	-	281	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	F	74	42	240 - 325	281	284	3	3	250 - 300	-	247	-	-	- -	-	-
Summary	F	850	225	240 - 325	279	279	13	8	240 - 317	275	275	7	5	250 - 308	280	278
							SECRETARY - STENOGRAPHER									
Summary All Firms	F	588	213	251 - 380	315	314	9	7	260 - 330	277	283	-	-	- -	-	-
							TELEPHONE OPERATOR									
SIZE OF FIRM																
1 - 39	F	70	68	190 - 290	236	233	4	4	200 - 260	216	223	-	-	- -	-	-
100 - 399	F	135	91	188 - 297	234	238	5	4	188 - 230	210	212	3	3	190 - 215	-	200
TYPE OF FIRM REPORTING																
Manufacturing	F	63	53	190 - 295	240	240	3	3	210 - 260	-	233	3	3	195 - 215	-	202
Institution	F	84	31	188 - 293	233	232	4	3	188 - 220	-	204	-	-	- -	-	-
Summary	F	408	271	188 - 299	240	238	11	10	188 - 260	212	218	7	7	190 - 238	195	207
							CALCULATING MACHINE OR COMPTOMETER OPERATOR									
SIZE OF FIRM																
1 - 39	F	15	13	200 - 291	239	244	5	3	200 - 277	239	242	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Wholesale Firms	F	49	24	200 - 307	247	250	4	3	200 - 277	-	243	-	-	- -	-	-
Summary	F	281	87	200 - 314	250	250	7	5	200 - 277	239	237	-	-	- -	-	-

See Section 1. for definition of duties

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
							BOOKKEEPING MACHINE OPERATOR									
SIZE OF FIRM																
1 - 39	F	79	63	181 - 305	233	234	10	8	190 - 280	209	222	9	5	181 - 242	192	204
40 - 99	F	80	54	181 - 304	241	241	10	5	183 - 238	206	208	3	3	181 - 263	-	223
TYPE OF FIRM REPORTING																
Wholesale Firms	F	47	35	184 - 300	251	249	3	3	190 - 277	-	226	-	-	- -	-	-
Automotive Firms	F	31	21	190 - 300	240	243	3	3	195 - 200	-	198	-	-	- -	-	-
Financial Firms	F	122	26	181 - 305	208	214	-	-	- -	-	-	7	3	181 - 242	192	202
Retail Firms	F	35	26	181 - 286	238	236	5	4	215 - 280	235	239	-	-	- -	-	-
Summary	F	372	189	181 - 305	240	239	22	15	183 - 280	210	218	13	9	181 - 263	200	209
							BILLING MACHINE OPERATOR									
Summary All Firms	F	83	47	180 - 305	250	243	4	3	225 - 242	-	229	4	3	180 - 217	-	194
							ACCOUNTANT									
TYPE OF FIRM REPORTING																
Manufacturing	M	43	25	400 - 665	500	514	3	3	433 - 550	-	503	-	-	- -	-	-
Summary	M	189	96	400 - 670	520	524	5	5	404 - 550	433	469	-	-	- -	-	-
							NON-PROFESSIONAL ACCOUNTANT - OFFICE SUPERVISOR									
SIZE OF FIRM																
1 - 39	M	69	69	390 - 708	485	511	4	4	400 - 470	433	434	-	-	- -	-	-
40 - 99	M	41	35	398 - 655	500	519	-	-	- -	-	-	6	6	416 - 600	500	508
TYPE OF FIRM REPORTING																
Manufacturing	M	33	32	393 - 706	530	524	3	3	400 - 550	-	452	-	-	- -	-	-
Automotive Firms	M	12	12	420 - 635	500	514	-	-	- -	-	-	3	3	500 - 550	-	517
Summary	M	216	153	390 - 710	525	533	7	7	400 - 550	433	459	9	8	416 - 675	500	532
Summary	F	37	37	292 - 500	370	378	3	3	315 - 350	-	338	-	-	- -	-	-
							OFFICE MANAGER OR ADMINISTRATIVE ASSISTANT									
SIZE OF FIRM																
1 - 39	M	84	75	400 - 831	547	557	11	9	425 - 625	541	521	5	5	400 - 540	483	475
40 - 99	M	38	33	400 - 801	583	582	3	3	400 - 550	-	454	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	32	30	412 - 825	550	579	4	4	412 - 625	525	522	3	3	511 - 630	-	560
Wholesale Firms	M	32	29	400 - 833	547	551	6	4	400 - 600	567	528	-	-	- -	-	-
Financial Firms	M	35	26	400 - 825	563	577	-	-	- -	-	-	3	3	400 - 483	-	441
Summary	M	227	160	400 - 833	552	571	19	15	400 - 625	500	499	7	7	400 - 630	483	490

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
BUYER OR PURCHASING ASSISTANT																
SIZE OF FIRM																
1 - 39	M	21	21	317 - 550	420	424	3	3	390 - 500	-	441	-	-	- -	-	-
Summary	M	124	95	315 - 590	422	430	4	4	390 - 500	444	445	4	4	350 - 355	355	354
SENIOR BUYER OR PURCHASING AGENT																
SIZE OF FIRM																
1 - 39	M	37	37	350 - 700	475	490	4	4	350 - 475	400	406	4	4	400 - 630	453	506
100 - 399	M	46	39	375 - 705	513	523	-	-	- -	-	-	4	4	375 - 595	530	508
TYPE OF FIRM REPORTING																
Manufacturing	M	36	30	370 - 668	500	507	-	-	- -	-	-	3	3	420 - 595	-	525
Wholesale Firms	M	35	26	350 - 693	433	456	8	4	350 - 400	350	362	-	-	- -	-	-
Summary	M	149	123	350 - 706	500	507	13	9	350 - 593	400	421	10	10	375 - 630	525	503
ENGINEER																
SIZE OF FIRM																
100 - 399	M	161	28	525 - 800	650	657	-	-	- -	-	-	5	3	650 - 800	785	752
Summary	M	475	87	510 - 800	625	630	8	4	595 - 714	665	658	5	3	650 - 800	785	752
DRAFTSMAN - SKILLED																
Summary All Firms	M	403	91	345 - 500	415	416	5	3	395 - 460	400	416	-	-	- -	-	-
STEAM PLANT ENGINEER (2nd CLASS CERTIFICATE) - Monthly Rate (dollars per month)																
SIZE OF FIRM																
100 - 399	M	19	8	375 - 600	540	506	-	-	- -	-	-	10	3	540 - 600	578	566
Summary	M	74	23	360 - 690	531	522	-	-	- -	-	-	10	3	540 - 600	578	566
MAINTENANCE MAN (MILLWRIGHT) - Monthly Rate (dollars per month)																
TYPE OF FIRM REPORTING																
Manufacturing	M	23	17	260 - 525	390	397	4	3	260 - 468	-	388	-	-	- -	-	-
Summary	M	150	67	260 - 530	399	401	5	4	260 - 468	400	365	3	3	300 - 500	-	423
UTILITY WORKER - HANDYMAN - Monthly Rate (dollars per month)																
SIZE OF FIRM																
1 - 39	M	26	17	220 - 338	260	270	-	-	- -	-	-	6	5	220 - 273	243	244
TYPE OF FIRM REPORTING																
Retail Firms	M	10	10	220 - 300	264	259	-	-	- -	-	-	4	4	238 - 273	257	257
Summary	M	202	53	220 - 345	315	305	11	5	225 - 345	333	302	8	6	220 - 301	258	259

See Section 1. for definition of duties.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
						UTILITY WORKER - HANDYMAN - Hourly Rate (cents per hour)										
Summary All Firms	M	132	43	1.25 - 2.20	1.92	1.87	22	6	1.35 - 2.02	1.64	1.65	4	3	1.25 - 2.01	-	1.75
						JANITOR - Monthly Rate (dollars per month)										
SIZE OF FIRM																
100 - 399	M	166	35	230 - 325	281	279	7	3	250 - 325	260	273	-	-	- -	-	-
Summary	M	700	105	230 - 330	287	284	9	4	250 - 325	281	280	3	3	238 - 294	-	262
						JANITOR - Hourly Rate (cents per hour)										
Summary All Firms	M	171	49	1.25 - 1.99	1.69	1.67	-	-	- -	-	-	4	3	1.66 - 1.88	-	1.75
						WATCHMAN - Monthly Rate (dollars per month)										
Summary All Firms	M	92	36	200 - 370	290	287	5	3	265 - 303	303	289	-	-	- -	-	-
						WATCHMAN - Hourly Rate (cents per hour)										
TYPE OF FIRM REPORTING																
Manufacturing	M	56	19	1.20 - 2.16	1.82	1.75	-	-	- -	-	-	11	3	1.64 - 1.88	1.82	1.79
Summary	M	78	28	1.19 - 2.16	1.77	1.71	-	-	- -	-	-	14	4	1.64 - 1.88	1.85	1.81
						LABOURER - Monthly Rate (dollars per month)										
Summary All Firms	M	173	34	172 - 377	285	280	-	-	- -	-	-	28	3	172 - 300	191	210
						LABOURER - Hourly Rate (cents per hour)										
SIZE OF FIRM																
1 - 39	M	149	36	1.40 - 2.05	1.70	1.68	33	3	1.60 - 1.87	1.75	1.76	28	6	1.40 - 2.00	1.70	1.70
TYPE OF FIRM REPORTING																
Manufacturing	M	818	54	1.40 - 2.05	1.74	1.75	19	3	1.52 - 1.87	1.87	1.76	135	5	1.62 - 1.82	1.74	1.73
Construction	M	326	24	1.40 - 2.05	2.05	1.88	33	3	1.40 - 1.80	1.70	1.66	3	3	1.50 - 2.00	-	1.67
Summary	M	1686	104	1.40 - 2.05	1.81	1.79	80	7	1.40 - 1.88	1.75	1.74	201	9	1.40 - 2.00	1.74	1.72
						LABOUR FOREMAN - Monthly Rate (dollars per month)										
SIZE OF FIRM																
1 - 39	M	28	22	320 - 541	400	407	3	3	330 - 450	-	402	4	4	340 - 400	370	370
100 - 399	M	21	9	313 - 540	455	446	-	-	- -	-	-	9	3	400 - 540	485	481
TYPE OF FIRM REPORTING																
Manufacturing	M	42	26	325 - 540	404	416	-	-	- -	-	-	8	5	340 - 540	433	438
Summary	M	108	58	313 - 541	404	413	11	5	330 - 450	437	411	15	8	332 - 540	433	438

See Section 1. for definition of duties.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
							LABOUR FOREMAN - Hourly Rate (cents per hour)									
Summary All Firms	M	75	27	1.78 - 2.41	2.10	2.10	7	3	1.78 - 2.28	2.28	2.18	-	-	- -	-	-
							CARPENTER - Hourly Rate (cents per hour)									
SIZE OF FIRM																
100 - 399	M	114	23	2.00 - 2.85	2.85	2.63	-	-	- -	-	-	6	3	2.02 - 2.53	2.14	2.20
TYPE OF FIRM REPORTING																
Manufacturing	M	110	28	2.00 - 2.79	2.18	2.28	-	-	- -	-	-	7	4	2.02 - 2.53	2.14	2.17
Construction	M	310	27	2.00 - 2.85	2.85	2.61	30	3	2.25 - 2.70	2.50	2.51	-	-	- -	-	-
Summary	M	470	69	2.00 - 2.85	2.54	2.54	34	5	2.00 - 2.70	2.50	2.47	14	6	2.00 - 2.60	2.08	2.16
							SERVICE STATION ATTENDANT - Monthly Rate (dollars per month)									
SIZE OF FIRM																
1 - 39	M	41	17	200 - 310	250	256	8	3	225 - 280	255	254	-	-	- -	-	-
40 - 99	M	21	8	200 - 325	250	255	-	-	- -	-	-	4	3	200 - 300	-	243
TYPE OF FIRM REPORTING																
Automotive Firms	M	64	28	200 - 340	239	249	6	3	230 - 280	263	258	11	5	200 - 300	225	230
Summary	M	100	38	200 - 340	251	260	10	4	225 - 280	250	252	11	5	200 - 300	225	230
							LIGHT TRUCK DRIVER - Monthly Rate (dollars per month)									
SIZE OF FIRM																
1 - 39	M	77	55	180 - 350	238	243	8	6	180 - 350	235	239	3	3	229 - 285	-	258
TYPE OF FIRM REPORTING																
Retail Firms	M	69	29	180 - 350	242	249	16	6	180 - 350	247	261	-	-	- -	-	-
Summary	M	345	112	180 - 360	286	282	22	9	180 - 350	245	255	6	4	217 - 285	223	238
							LIGHT TRUCK DRIVER - Hourly Rate (cents per hour)									
SIZE OF FIRM																
100 - 399	M	37	15	1.65 - 2.30	1.91	1.97	-	-	- -	-	-	6	3	1.79 - 1.94	1.79	1.83
TYPE OF FIRM REPORTING																
Manufacturing	M	68	26	1.50 - 2.30	2.12	2.07	-	-	- -	-	-	6	3	1.79 - 1.94	1.79	1.83
Summary	M	117	49	1.50 - 2.30	1.91	1.93	4	3	1.50 - 1.85	-	1.68	6	3	1.79 - 1.94	1.79	1.83

See Section 1. for definition of duties.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
						MEDIUM TRUCK DRIVER - Hourly Rate (cents per hour)										
SIZE OF FIRM																
1 - 39	M	19	11	1.45 - 2.15	1.65	1.74	-	-	- -	-	-	7	3	1.55 - 1.90	1.55	1.69
TYPE OF FIRM REPORTING																
Manufacturing	M	36	21	1.47 - 2.15	1.89	1.86	-	-	- -	-	-	5	4	1.77 - 2.10	1.86	1.90
Summary	M	203	43	1.45 - 2.15	1.95	1.89	21	5	1.50 - 1.93	1.89	1.85	11	6	1.55 - 2.10	1.85	1.76
						HEAVY TRUCK DRIVER - Monthly Rate (dollars per month)										
SIZE OF FIRM																
1 - 39	M	31	11	260 - 400	329	325	14	3	260 - 390	346	330	-	-	- -	-	-
Summary	M	130	30	260 - 400	366	354	21	6	260 - 390	333	327	-	-	- -	-	-
						HEAVY TRUCK DRIVER - Hourly Rate (cents per hour)										
TYPE OF FIRM REPORTING																
Manufacturing	M	133	11	1.65 - 2.07	2.00	1.98	12	3	1.68 - 1.96	1.87	1.86	-	-	- -	-	-
Summary	M	331	28	1.64 - 2.07	2.00	1.91	13	4	1.68 - 1.96	1.87	1.86	-	-	- -	-	-
						HEAVY EQUIPMENT OPERATOR - Hourly Rate (cents per hour)										
SIZE OF FIRM																
1 - 39	M	13	6	1.95 - 2.55	2.05	2.12	6	3	1.95 - 2.15	2.09	2.07	-	-	- -	-	-
100 - 399	M	65	9	1.92 - 2.64	2.15	2.21	-	-	- -	-	-	20	3	1.92 - 2.31	1.99	1.99
TYPE OF FIRM REPORTING																
Manufacturing	M	51	13	1.95 - 2.64	2.25	2.27	-	-	- -	-	-	4	3	1.95 - 2.31	-	2.06
Summary	M	176	26	1.92 2.64	2.23	2.22	25	5	1.95 - 2.19	2.11	2.10	21	4	1.92 - 2.31	1.99	1.99
						AUTOMOBILE MECHANIC (JOURNEYMAN) - Monthly Rate (dollars per month)										
Summary All Firms	M	211	49	325 - 450	395	388	3	3	350 - 415	-	388	5	3	325 - 395	346	357
						AUTOMOBILE MECHANIC (JOURNEYMAN) - Hourly Rate (cents per hour)										
SIZE OF FIRM																
1 - 39	M	184	36	1.35 - 2.50	2.10	2.09	24	6	1.75 - 2.10	2.00	2.00	-	-	- -	-	-
40 - 99	M	170	18	1.40 - 2.78	2.10	2.15	28	3	1.64 - 2.00	2.00	1.97	31	3	1.75 - 2.15	2.05	2.03
100 - 399	M	507	30	1.35 - 2.83	2.25	2.23	-	-	- -	-	-	7	3	1.89 - 2.53	2.02	2.06
TYPE OF FIRM REPORTING																
Manufacturing	M	50	24	1.62 - 2.86	2.30	2.24	7	6	1.64 - 2.05	1.80	1.84	5	3	1.93 - 2.53	2.06	2.13
Automotive Firms	M	603	41	1.35 - 2.50	2.20	2.15	39	4	1.95 - 2.00	2.00	2.00	40	5	1.75 - 2.25	2.05	2.05
Summary	M	973	94	1.35 - 2.86	2.25	2.22	54	11	1.64 - 2.10	2.00	1.99	49	9	1.75 - 2.53	2.05	2.05

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
							FOREMAN MECHANIC OR SERVICE MANAGER - Monthly Rate (dollars per month)									
SIZE OF FIRM																
1 - 39	M	50	41	325 - 550	407	412	6	6	325 - 475	343	371	3	3	400 - 440	-	418
40 - 99	M	21	13	365 - 550	415	438	-	-	- -	-	-	4	3	365 - 510	-	444
TYPE OF FIRM REPORTING																
Wholesale Firms	M	18	14	325 - 550	447	425	3	3	325 - 415	-	355	-	-	- -	-	-
Automotive Firms	M	93	40	325 - 550	425	430	5	3	350 - 475	400	405	6	5	365 - 510	407	432
Summary	M	169	87	325 - 550	435	443	9	7	325 - 475	400	381	9	8	365 - 530	440	446
							COOK									
TYPE OF FIRM REPORTING																
Institution	F	67	32	175 - 300	225	227	5	3	224 - 295	230	242	-	-	- -	-	-
Summary	F	105	52	173 - 300	227	228	9	6	173 - 295	224	226	-	-	- -	-	-
							HOSPITAL MAID (FEMALE)									
SIZE OF FIRM																
1 - 39	F	10	3	172 - 173	173	173	10	3	172 - 173	173	173	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Retail Firms	F	10	3	172 - 173	173	173	10	3	172 - 173	173	173	-	-	- -	-	-
Institution	F	1043	36	155 - 229	160	186	47	3	194 - 189	164	186	-	-	- -	-	-
Summary	F	1053	39	155 - 229	185	186	57	6	164 - 224	184	183	-	-	- -	-	-
							RESIDENCE HOUSEKEEPER (NIGHTS)									
Summary All Firms	F	17	12	160 - 240	195	195	7	3	167 - 197	195	186	-	-	- -	-	-
							HOSPITAL ATTENDANT (ORDERLY)									
TYPE OF FIRM REPORTING																
Institution	M	458	28	225 - 330	266	269	19	3	240 - 295	275	271	-	-	- -	-	-
Summary	M	458	28	225 - 330	266	269	19	3	240 - 295	275	271	-	-	- -	-	-
							CERTIFIED NURSING AIDE									
TYPE OF FIRM REPORTING																
Institution	F	1016	35	200 - 240	210	216	77	3	200 - 230	210	210	-	-	- -	-	-
Summary	F	1016	35	200 - 240	210	216	77	3	200 - 230	210	210	-	-	- -	-	-

See Section 1. for definition of duties.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
							LABORATORY TECHNICIAN (MEDICAL)									
TYPE OF FIRM REPORTING																
Institution	F	145	28	275 - 360	315	314	13	3	285 - 355	330	322	-	-	- -	-	-
Summary	F	145	28	275 - 360	315	314	13	3	285 - 355	330	322	-	-	- -	-	-
							X-RAY TECHNICIAN-GENERAL GRADE									
TYPE OF FIRM REPORTING																
Institution	F	65	34	275 - 340	300	304	4	4	275 - 330	310	306	-	-	- -	-	-
Summary	F	76	36	275 - 340	300	303	4	4	275 - 330	310	306	-	-	- -	-	-
							NURSE									
TYPE OF FIRM REPORTING																
Institution	F	1753	44	300 - 355	315	317	101	4	300 - 355	300	312	-	-	- -	-	-
Summary	F	1753	44	300 - 355	315	317	101	4	300 - 355	300	312	-	-	- -	-	-
							JUNIOR STOCKKEEPER									
SIZE OF FIRM																
1 - 39	M	29	26	195 - 346	238	244	6	5	195 - 260	230	228	-	-	- -	-	-
Summary	M	166	78	192 - 355	272	275	11	8	195 - 277	250	239	-	-	- -	-	-
							STOCKKEEPER									
SIZE OF FIRM																
1 - 39	M	34	33	260 - 400	309	317	5	5	300 - 375	320	331	-	-	- -	-	-
40 - 99	M	21	17	286 - 410	350	342	-	-	- -	-	-	3	3	330 - 350	-	343
TYPE OF FIRM REPORTING																
Automotive Firms	M	21	18	260 - 400	335	328	3	3	300 - 320	-	312	3	3	330 - 350	-	343
Summary	M	228	94	260 - 420	345	334	8	8	288 - 375	318	326	6	6	303 - 350	339	334
							CHIEF STOCKKEEPER									
SIZE OF FIRM																
1 - 39	M	40	38	305 - 500	388	396	6	5	315 - 455	387	382	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Wholesale Firms	M	37	28	305 - 500	385	389	4	3	368 - 455	415	414	-	-	- -	-	-
Summary	M	106	87	305 - 520	405	402	8	7	315 - 455	379	377	3	3	370 - 510	-	427

See Section 1. for definition of duties.

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
							WAREHOUSE ORDER DESK CLERK									
SIZE OF FIRM																
1 - 39	M	78	47	240 - 400	325	322	12	7	265 - 390	339	332	-	-	- -	-	-
40 - 99	M	72	33	240 - 400	315	318	5	3	250 - 350	300	290	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	30	19	260 - 400	330	331	3	3	329 - 350	-	343	-	-	- -	-	-
Wholesale Firms	M	130	52	240 - 400	323	321	12	6	250 - 390	321	325	-	-	- -	-	-
Summary	M	221	102	240 - 400	320	320	18	11	250 - 390	321	320	5	3	250 - 346	312	303
							WAREHOUSE COUNTERMAN									
SIZE OF FIRM																
1 - 39	M	50	38	210 - 360	300	291	8	6	210 - 360	297	299	3	3	215 - 350	-	301
TYPE OF FIRM REPORTING																
Wholesale Firms	M	75	38	210 - 364	294	292	7	5	210 - 360	294	292	-	-	- -	-	-
Summary	M	170	79	210 - 375	300	295	9	7	210 - 360	300	305	4	4	215 - 350	325	304
							WAREHOUSE ORDER FILLER									
TYPE OF FIRM REPORTING																
Manufacturing	M	61	16	210 - 369	354	331	5	3	294 - 346	296	308	-	-	- -	-	-
Summary	M	251	69	200 - 369	281	287	7	5	294 - 346	305	312	-	-	- -	-	-
							WAREHOUSE CHECKER									
Summary All Firms	M	86	35	218 - 387	335	331	-	-	- -	-	-	5	3	281 - 344	343	331
							WAREHOUSE PACKER									
SIZE OF FIRM																
1 - 39	M	16	15	200 - 360	292	279	3	3	260 - 341	-	303	-	-	- -	-	-
Summary	M	143	43	200 - 369	292	292	13	5	260 - 341	307	306	-	-	- -	-	-
							WAREHOUSE SHIPPING CLERK									
SIZE OF FIRM																
1 - 39	M	85	70	238 - 377	303	305	14	9	248 - 350	306	304	8	5	250 - 368	330	323
TYPE OF FIRM REPORTING																
Manufacturing	M	91	47	248 - 387	342	333	9	4	248 - 381	294	300	5	3	325 - 335	329	330
Wholesale Firms	M	100	63	238 - 372	308	307	8	5	257 - 350	341	321	4	3	291 - 368	-	336
Summary	M	241	144	238 - 387	320	318	19	11	248 - 381	315	308	10	7	250 - 368	332	324

See Section 1. for definition of duties.

MONTHLY SALARY AND WAGE RATES

Size of firm (based on Total Employees) and Type of Firm Reporting	M - Male F - Female	ALBERTA No. Employed	ALBERTA No. of Firms	ALBERTA Range	ALBERTA Median Rate	ALBERTA Weighted Average	LETHBRIDGE No. Employed	LETHBRIDGE No. of Firms	LETHBRIDGE Range	LETHBRIDGE Median Rate	LETHBRIDGE Weighted Average	MEDICINE HAT No. Employed	MEDICINE HAT No. of Firms	MEDICINE HAT Range	MEDICINE HAT Median Rate	MEDICINE HAT Weighted Average
				$	$	$			$	$	$			$	$	$
							WAREHOUSEMAN									
SIZE OF FIRM																
1 - 39	M	100	49	242 - 388	293	295	16	6	245 - 315	307	297	5	3	286 - 308	291	296
40 - 99	M	79	30	247 - 384	300	302	4	3	250 - 320	-	272	-	-	- -	-	-
100 - 399	M	257	27	241 - 381	315	312	37	3	241 - 325	296	288	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Manufacturing	M	289	26	241 - 383	355	337	34	3	241 - 324	296	287	-	-	- -	-	-
Wholesale Firms	M	219	53	242 - 384	300	296	16	5	245 - 315	307	295	5	3	286 - 308	291	296
Summary	M	681	120	241 - 388	325	321	57	12	241 - 325	296	289	18	6	275 - 316	312	304
							SALESCLERK SMALLWARES									
SIZE OF FIRM																
1 - 39	F	121	21	162 - 260	177	185	28	5	162 - 217	173	180	-	-	- -	-	-
TYPE OF FIRM REPORTING																
Department Store	F	296	27	162 - 260	207	208	43	3	165 - 225	173	182	-	-	- -	-	-
Retail Firms	F	73	14	162 - 260	174	185	8	4	162 - 195	173	177	-	-	- -	-	-
Summary	F	370	41	162 - 260	195	203	51	7	162 - 225	173	181	-	-	- -	-	-
							HARDGOODS SALESPERSON									
SIZE OF FIRM																
1 - 39	M	43	16	238 - 385	300	297	8	3	270 - 385	325	328	8	4	240 - 360	283	283
1 - 39	F	19	11	173 - 235	200	202	-	-	- -	-	-	6	4	173 - 230	195	199
TYPE OF FIRM REPORTING																
Retail Firms	M	55	18	238 - 385	300	299	8	3	270 - 385	325	328	8	4	240 - 360	283	283
Retail Firms	F	17	9	173 - 235	235	203	-	-	- -	-	-	5	3	173 - 230	230	204
Summary	M	129	30	238 - 390	312	312	11	4	260 - 385	310	315	8	4	240 - 360	282	283
Summary	F	130	27	173 - 272	242	233	12	3	182 - 251	217	215	7	5	173 - 230	215	202
							SALESPERSON FASHION ACCESSORIES									
Summary All Firms	F	198	32	173 - 267	225	222	24	3	173 - 242	209	207	-	-	- -	-	-
							SHOE SALESMAN									
Summary All Firms	F	9	7	147 - 239	173	189	4	4	195 - 239	223	220	-	-	- -	-	-
							HOME FURNISHINGS SALESPERSON									
Summary All Firms	M	38	12	238 - 433	327	339	8	3	238 - 410	303	314	-	-	- -	-	-

See Section 1. for definition of duties.

LIST OF FIRMS PARTICIPATING IN SALARY AND WAGE RATE SURVEY -- 1964

MANUFACTURING FIRMS

CALGARY

Alberta Distillers Ltd.
Alberta Trailer Company Ltd.
Alberta Job Press Ltd.
Alcraft Printing Ltd.
Allied Chemical Services Ltd.
Alsco Aluminum Ltd.
Barber Machinery Ltd.
Blue Label Bottling Co. Ltd.
Bonar and Bemis Ltd.
Burns and Co. Ltd.
Calgary Artificial Limb Factory
Calgary Bindery
Calgary Brewing and Malting Co. Ltd.
The Calgary Herald
Calgary Packers Ltd.
Calgary Sash and Door Ltd.
Canada Creosoting Co. Ltd.
Canada Malting Co. Ltd.
Canadian Industries Ltd.
Canadian Liquid Air Co. Ltd.
Canadian Pacific Railway
Commercial Printers (Calgary) Ltd.
Consolidated Concrete Ltd.
Consolidated Mining and Smelting Co. of Canada Ltd.
Continental Can Co. of Canada Ltd.
A. B. Cushing Mills Ltd.
Dominion Bridge Co. Ltd.
Domtar Packaging Ltd. (Hinde and Dauch Div.)
Electric Storage Battery Co. Canada Ltd.
Engineered Buildings (Calgary) Ltd.
Golden Arrow Manufacturing Limited.
Hook Signs Calgary Ltd.
Irving Industries (Foothills Steel Foundry Div.) Ltd.
Kalpress Commercial Printers
Kleen Limited
Kyle Printing Ltd.
J. D. McAra Ltd.
McCoy Renn Manufacturing Ltd.
McGavin Toastmaster Ltd.
Maple Leaf Purity Mills Ltd.
Miller Printing Ltd.
Molson's Western Breweries Limited
Neon Products of Western Canada Ltd.
C. O. Nickle Publications Ltd.
Northwestern Brass Ltd.
Office Reproductions
Paraglas Ltd.
Peerless Motor Products Ltd.
Pillsbury Canada Ltd.
Polar Aerated Water Works Ltd.
Riley's Reproductions Ltd.
Rice Machine Service Ltd.
Robin Hood Flour Mills Ltd.
Robin - Nodwell Manufacturing Ltd.
Standard Brands Ltd.
Superior Printing & Lithographing Ltd.
John Tynan and Co. Ltd.
Union Packing Co. Ltd.
Western Bridge (Div. of Canada Iron Foundries Ltd.)
Western Gypsum Ltd.
Western Printing and Lithographing Co. Ltd.
Westmount Manufacturing Ltd.

EDMONTON

A B C Press
Alberta Bedding Ltd.
Alberta Concrete Products Co. Ltd.
Alberta Glove Co.
Alberta Oil Tool Co. Ltd.
Alberta Phoenix Tube and Pipe Ltd.
Alberta Poly Tubes Ltd.
Alco Machine Works Ltd.
Armco Drainage and Metal Prod. of Canada Ltd.
Atlas Book Bindery
Barber Machinery Ltd.
Black Sivalls and Bryson Ltd.
Bohemian Maid Brewing Co. Ltd.
Bradburn Printers Ltd.
Building Products Ltd.
Bulletin Printers Ltd.
Burns and Co. Ltd.
Calgary Brewing and Malting Co. Ltd.
Canada Dry Ltd.
Canada Limb and Brace Ltd.
Canada Packers Ltd.
Canadian Bedding Co. Ltd.
Canadian Chemical Co. Ltd.
Canadian Industries Ltd.
Capital City Box Co. Ltd.
W. H. Clark Lumber Co. Ltd.
Coca Cola Ltd.
Coles Printing Co. Ltd.
Commercial Printers Ltd.
Continental Can. Co. of Canada Ltd.
Co-op Press Ltd.
Dominion Bridge Works
Dominion Tanners Ltd.
Domtar Chemicals Ltd. (Canada Creosoting Div.)
Douglas Printing Co. Ltd.
Edmonton Artificial Limb Co.
Edmonton Iron and Wire Works
The Edmonton Journal
Edmonton Truck Body Ltd.
The Emery Co. Ltd.
Fairfax Baking Co.
Fibreglas Canada Ltd.

Manufacturing Firms Edmonton (Con't.)

Flame Master Ltd.
Gainers' Ltd.
Great West Garment Co. Ltd.
Harrisons and Crosfield (Canada) Ltd.
Hayward's Lumber Co. Ltd.
Honeyboy Baking Co.
Hook Signs Ltd.
Inland Cement Co.
Jasper Printing Ltd.
La Survivance Printing Ltd.
McDermids Studio Ltd.
Martin Paper Products Ltd.
Metropolitan Printing Co. Ltd.
Northwest Industries Ltd.
Northwest Tent and Awning Co. Ltd.
Norwood Foundry Ltd.
Pacific Resins Ltd.
Palm Dairies Ltd.
Pepsi Cola of Canada Ltd.
Prairie Maid Cereals Ltd.
Prairie Rose Manufacturing
Premier Steel Mills Ltd.
Reliable Printing Co. Ltd.
Reynolds Manufacturing Co. Ltd.
Rileys Reproductions Ltd.
Sheritt Gordon Mines Ltd.
Sterling Printers and Stationers Ltd.
Sun Publishing Co. Ltd.
Swift Canadian Co. Ltd.
T. I. W. Western Ltd.
Wm. Troock Furniture Ltd.
Union Carbide Canada Ltd.
United Grain Growers Ltd.
Westeel Products Ltd.
Western Chemicals Ltd.
Western Plywood (Alta) Ltd.
Weston Bakeries Ltd.
Western Bridge (Div. of Canada Iron Foundries Ltd.)
W. R. Zeidlers (1962) Ltd.

LETHBRIDGE

Broder Canning Co. Ltd.
Canadian Sugar Factories Ltd.
Catelli Food Products Ltd.
City Packers Ltd.
Ellison Milling and Elevator Co. Ltd.
Horton Steel Works Ltd.
Kirchener Machine Co.
Lethbridge Body Works Ltd.
Lethbridge Collieries Ltd.
Lethbridge Herald Co. Ltd.
Lethbridge Industries Ltd.
Lethbridge Iron Works Co. Ltd.
Lethbridge Sash and Door Factory
Liberty Boilers (Lethbridge) Ltd.
National Neon Displays Ltd.
Noble Cultivators Ltd.
Purity Bottling Ltd.
Seven Up Lethbridge Bottling Co.
Sicks Lethbridge Brewery Ltd.
Summit Lime Works Ltd.
Superior Masonry Products Ltd.
Victory Equipment Ltd.
Western Metal Fabric Ltd.

MEDICINE HAT

The Alberta Linseed Oil Co. Ltd.
Dominion Glass Co. Ltd.
Gas City Planing Mill Ltd.
T. McAvity and Sons Western Ltd.
Medicine Hat Brick and Tile Co. Ltd.
Medicine Hat News Ltd.
National Fruit Co. (Bottling Plant)
Northwest Nitro Chemical Ltd.
Ogilvie Flour Mills Co. Ltd.
Redcliff Pressed Brick Co. Ltd.
S. F. Scott Manufacturing Co. Ltd.
Superior Beverages Ltd.
Union Milk Co. Ltd.
Val Marshall Printing Ltd.

OTHER LOCATIONS

Canada Cement Company Ltd., EXSHAW
Carling Breweries Alta Ltd., RED DEER
Consolidated Concrete Ltd., RED DEER
Cornwall Canning Co., TABER
Crows Nest Bottling Works, BLAIRMORE
Frontier Steel Industries Ltd., GR. PRAIRIE
Fry Cadbury Ltd., RED DEER
Grand Prairie Iron Works Ltd., GR. PRAIRIE
Harpers Metals Ltd., RED DEER
Northern Bottling Ltd., GR. PRAIRIE
Northwestern Pulp and Power, HINTON
Parkhill Bedding and Furniture Ltd.,
Pioneer Electric Ltd., RED DEER
Red Deer Bottling Co., RED DEER
Rose's Ice Cream Ltd., GR. PRAIRIE
J. K. Smit Connors, RED DEER
Steel Industries of Grande Prairie Ltd., GR. PRAIRIE
Stramit Corp. Ltd., INNISFAIL
Thompson Pallister Bait Co. Ltd., LACOMBE
Vermilion Beverages Ltd., VERMILION
Western Chemicals Ltd., TWO HILLS

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OIL FIRMS

CALGARY

Accurate Exploration Ltd.
Alberta Gas Trunk Line Co. Ltd.
Amerada Petroleum Corp. & Subsidiaries
Asamera Oil Corp. Ltd.
Banff Oil Ltd.
Beaver Geophysical Services Ltd.
Brinkerhoff Drilling Co. Ltd.
The British American Oil Co. Ltd.
The British American Oil Co. Ltd. (Refinery)
Calgary Power Ltd.
The California Standard Co.
Can Tex Drilling Co. Ltd.
Canada - Cities Service Petroleum Corp.
Canadian Delhi Oil Ltd.
Canadian Export Gas & Oil Ltd.
Canadian Fina Oil Ltd.
Canadian Kewanee Ltd.
Canadian Oil Co. Ltd.
Canadian Pacific Railway
Canadian Superior Oil Ltd.
Canadian Western Natural Gas Co. Ltd.
Canbridge Corp. Ltd.
Cascade Drilling Co. Ltd.
Central Del Rio Oils Ltd.
Commonwealth Petroleum Ltd.
Dome Petroleums Ltd.
Dowell Incorporated
Duke Drilling Co. Ltd.
Elgin Exploration Canada Ltd.
Fargo Oils Ltd.
Flint Engineering and Construction Ltd.
Fosca Oil Co. Ltd.
General Petroleums Drilling Co.
Geophysical Service Inc.
Halliburton Oil Well Cementing Co. Ltd.
Heiland Exploration Canada Ltd.
Home Oil Co. Ltd.
Hudson's Bay Oil and Gas Co. Ltd.
Husky Oil and Refining Ltd.
Imperial Oil Ltd. (Producing Department)
Lucey Canadian Supply Co. Ltd.
Magnet Cove Barium Corp. Ltd.
Medallion Petroleums Ltd.
Murphy Oil Co. Ltd.
National Petroleum Corp. Ltd.
The National Supply Co. Ltd.
New Continental Oil Co. of Canada Ltd.
North Canadian Oils Ltd.
Pacific Petroleums Ltd.
Pan American Petroleum Corp.
Royalite Oil Company Ltd.
Peter Bawden Drilling Ltd.
Shell Oil Co. of Canada Ltd.
Sinclair Canada Oil Co.
Socony Mobil Oil of Canada Ltd.
Sun Oil Company
Texaco Canada Ltd.
Texaco Exploration Co.
Triad Oil Co. Ltd.
Union Oil Co. of California
Western Decalta Petroleums Ltd.
Western Geophysical Co. of Canada Ltd.

EDMONTON

Anglo American Exploration Ltd.
Big Horn Drilling Ltd.
Boyles Brothers Drilling
The British American Oil Co. Ltd.
The California Standard Co.
Canadian Kodiak Refineries Ltd.
Canadian Utilities Ltd.
Chemical and Geological Laboratories Ltd.
Dom. Oilfields Supply Co. Ltd.
Hudson's Bay Oil and Gas Co. Ltd.
Imperial Oil Ltd.
The Imperial Pipe Line Co. Ltd.
Interprovincial Pipe Line Co.
Jennings Drilling Co. Ltd.
Lane Wells (Canada) Ltd.
Maloney Crawford Tank and Service Company Ltd.
Mid Continent Supply Co.
Mid Western Industrial Gas Ltd.
Mitchell and Associates Ltd.
National Tank Company Ltd.
Northland Utilities Ltd.
Northwestern Utilities Ltd.
Oil Well Supply (U. S. Steel Corporation)
S and T Drilling Co. Ltd.
Security Engineering Canada Ltd.
Shell Oil of Canada Ltd.
Socony Mobil Oil of Canada Ltd.
Texaco Canada Limited
Texaco Exploration Co.
Wilson Oilfield Supply Ltd.

OTHER LOCATIONS

Hudson's Bay Oil and Gas, PINCHER CREEK
Jones and Laughlin Steel Sales Co. Ltd., ALBERTA
Wainwright Gas Co. Ltd., WAINWRIGHT

PUBLIC SERVICE

CALGARY

Board of Grain Commissioners
City of Calgary

LIST OF FIRMS PARTICIPATING IN SALARY AND WAGE RATE SURVEY -- 1964 (Con't.)

Public Service Calgary (Con't.)

Customs and Excise Office
Department of Agriculture (Health of Animals)
Department of Citizenship and Immigration
Department of National Revenue (Taxation)
Department of Northern Affairs (Water Resources Br.)
Fisher Fisher and Lockwood
Government of the Province of Alberta
Millner, Steer Layton and Cameron
Oil and Gas Conservation Board
Trans Canada Air Lines
Unemployment Insurance Commission

EDMONTON

Alberta Government Telephones
Board of Grain Commissioners
City of Edmonton
Clement Parlee Whittaker Irving Mustard & Rodney
Cormie Kennedy Crawford Harvie & Fitch
Department of National Defence R.C.A.F.
Department of National Health and Welfare
Department of National Revenue (Taxation)
Department of Public Works Canada
Department of Transport
Department of Veterans Affairs
Government of Province of Alberta
Main Dunne Nugent Forbes & Babie
Milner Steer Dyde Massie Layton Cregan & MacDonnell
Patterson MacPherson & Kelly
Trans Canada Air Lines
Unemployment Insurance Commission

LETHBRIDGE

Board of Grain Commissioners
City of Lethbridge
Government of the Province of Alberta
Lethbridge Chamber of Commerce

MEDICINE HAT

Board of Grain Commissioners
City of Medicine Hat
Government of the Province of Alberta

OTHER LOCATIONS

City of Camrose
City of Drumheller
City of Grande Prairie
City of Lloydminster
City of Wetaskiwin
City of Red Deer
Government of the Province of Alberta, GR. PRAIRIE
Government of the Province of Alberta, RED DEER
Government of the Province of Alberta

DEPARTMENT STORES

CALGARY

The T. Eaton Co. of Canada Ltd.
Hudson's Bay Company
S. S. Kresge Co. Ltd.
Geo. McLeod Department Store
Naglers Limited
Reitman's (Alta) Ltd.
Simpsons Sears Ltd.
F. W. Woolworth Ltd.
Woodwards Department Store
Zellers Western Ltd.

EDMONTON

Army and Navy Department Store Ltd.
The T. Eaton Co. of Canada Ltd.
Hudson's Bay Co. Retail Store
Johnstone Walker Ltd.
S. S. Kresge Co. Ltd.
Pioneer Food Distributor Ltd.
Reitman's (Alta) Ltd.
Simpsons Sears Ltd.
Woodward Stores Ltd.
F. W. Woolworth Co. Ltd.
Zellers Western Limited

LETHBRIDGE

The T. Eaton Co. of Canada Ltd.
S. S. Kresge Co. Ltd.
Simpsons Sears Ltd.
F. W. Woolworth Ltd.

MEDICINE HAT

The T. Eaton Co. of Canada Ltd.
Raber Department Store
F. W. Woolworth Co. Ltd.

OTHER LOCATIONS

The T. Eaton Co. of Canada Ltd., RED DEER
Hudson's Bay Co., GR. PRAIRIE
Hudson's Bay Co., RED DEER
Kresge Co. Ltd., RED DEER
J. Lawrence and Co. Ltd., CAMROSE
Montgomery Ltd., WETASKIWIN
F. W. Woolworth Ltd., GR. PRAIRIE

Department Stores Other Locations (Con't.)

F. W. Woolworth Ltd., RED DEER

WHOLESALE FIRMS

CALGARY

Alberta National Drug Co.
Alberta Paint and Glass Co. Ltd.
Alberta Poultry Producers Ltd.
J. H. Ashdown Hardware Company Ltd.
Butchers Packers Supplies Ltd.
B. W. Steel Products Supply Co. Ltd.
Campbell and Griffin (1961) Limited
Canadian General Electric Co.
J. I. Case Company Ltd.
Charles E. Frosst and Co.
Conways Ltd.
Crane Supply
Cumming Galbraith Limited
Davies Electric Co. Ltd.
Dominion Rubber Co. Ltd.
Electrical Contractors and Machine Co. Ltd.
Electric Equipment Alberta Ltd.
Federal Mogul Service Ltd.
Ferguson Supply Alberta Ltd.
Firestone Tire and Rubber Co. of Canada
General Motor Products of Canada Ltd.
Grosser Automotive Supplies Ltd.
Honeywell Controls Ltd.
Imperial Tobacco of Canada Ltd.
International Harvestor of Canada Ltd.
John Deere Plow Co. Ltd.
Kraft Foods Ltd.
Macdonalds Consolidated Ltd.
Marshall Knop Western Ltd.
Marshall Wells Limited
Massey Ferguson Ltd.
Mid West Paper Ltd.
Motor Car Supply Co. of Canada Ltd.
Northern Electric Co. Ltd.
Oil Equipment Ltd.
Pedlar People Ltd.
R C A Victor Co. Ltd.
Standen's Limited
Taylor Pearson and Carson Ltd.
United Farmers of Alta. Co-op (Data Section)
Wells H. Morton and Co.
Western Grocers Ltd.
Wilson Electric Supplies Ltd.
Sharp's Theatre Supplies Ltd.

EDMONTON

Alberta National Drug Ltd.
Alberta Poultry Marketers Co-op Ltd.
Alberta Steel Products Ltd.
The J. H. Ashdown Hardware Co. Ltd.
C. W. Boon and Co. Ltd.
Canadian General Electric Co.
Canadian Pittsburgh Industries Ltd.
Canadian Westinghouse Co. Ltd.
Cockshutt Farm Equipment Ltd.
Dominion Fruit Ltd.
Dominion Rubber Co. Ltd.
Dover Brothers Ltd.
Dunlop Tire Sales and Service Centre
Electrical Equipment Alberta Ltd.
Federated Co-op Ltd.
Firestone Tire and Rubber Co. of Canada
Ford Motor Co. of Canada Ltd.
Gateway Building Supplies Ltd.
Gaults Alberta Ltd.
General Motors Products of Canada Ltd.
B. F. Goodrich Canada Ltd.
Goodyear Tire and Rubber Co. of Canada Ltd.
Gormans Limited
Helmer's and Dawe Agencies Ltd.
Hughes Owens Co. Ltd.
International Harvestor Co. of Canada Ltd.
D. L. Jones Wholesale Florist Ltd.
McCormick's Ltd.
Macdonalds Consolidated Ltd.
MacMillan and Bloedel and Powell River Ltd.
Maple Leaf Milling Co.
Marshall Wells of Canada Ltd.
Massey Ferguson Ltd.
Millar Lumber and Coal Co. Ltd.
Minneapolis Honeywell Regulator Co. Ltd.
National Blend Tea and Coffee Ltd.
Northern Asbestos and Building Supplies Ltd.
Northern Electric Co. Ltd.
Pardee Equipment Co. Ltd.
Paulin Chambers Co. Ltd.
The Pedlar People Limited
Picker X-Ray of Canada Ltd.
Pilkington Glass Ltd.
Primco Western Ltd.
Provincial News Co. Ltd.
Quaker Oats Co. of Canada Ltd.
Reed Roller Bit Co. of Canada Ltd.
Robert Morse Corporation Ltd.
Robertsteel (Canada) Ltd.
H. H. Ross and Sons Co. Ltd.
J. H. Ross and Company
Russell Food Equipment Ltd.
Scott Bathgate Limited
The Sherwin Williams Paint and Wallpaper Store
Stafford Foods Limited
Stanley Brock Ltd.

Wholesale Firms Edmonton (Con't.)

The Sun Fruit Company
Tees and Persee Limited
Tract Equipment Ltd.
Weatherford Oil Tool Co. Ltd.
Weisler's Wholesale Ltd.
Western Floor Covering Ltd.
Western Grocers Ltd.
Western Rock Bit Company Ltd.
Wilkinson and McClean Ltd.
Wilkinson Company Limited

LETHBRIDGE

Acklands Ltd. (T. H. Peacock Southern Ltd.)
Baalin Wholesale Ltd.
Canadian Pittsburgh Industries
Crane Ltd.
Dominion Fruit Ltd.
Firestone Tire and Rubber Co. of Canada Ltd.
General News Co.
Grant Industries Alta Ltd.
Horne and Pitfield Ltd.
International Harvestor Co. of Canada Ltd.
Klingers Wholesale
Lethbridge Farm Equipment Ltd.
Macdonalds Consolidated Ltd.
O'loane Kiely and Co. Ltd.
A. D. Palmer Products Ltd.
Parsons Electric Ltd.
Taylor Pearson and Carson (Lethbridge) Ltd.
Western Canada Hardware Ltd.

MEDICINE HAT

Boyd Wholesale Ltd.
Dominion Fruit Ltd.
Hays Motors Ltd.
Horne and Pitfield Foods Limited
Macdonalds Consolidated Ltd.
Maple Leaf Purity Mills Ltd.
Medicine Hat Greenhouses

OTHER LOCATIONS

Alberta Machinery Co. Ltd., CAMROSE
Excelsior Motors Ltd., DRUMHELLER
Firestone Stores, RED DEER
Jack Deltombe Ltd., GR. PRAIRIE
Ken's Farm Service Ltd., GR. PRAIRIE
Macdonalds Consolidated Ltd., RED DEER
Marshall Wells of Canada Ltd., GR. PRAIRIE
Mid West Electric Co. Ltd., GR. PRAIRIE
Pocock and Brown Ltd., WETASKIWIN
Royal Fruit Wholesale, GR. PRAIRIE
Schnell and Barrie Ltd., CAMROSE
Street Robbins Morrow Ltd., WETASKIWIN
Taylor Pearson and Carson, GR. PRAIRIE
Taylor Pearson and Carson Ltd., RED DEER

AUTOMOTIVE FIRMS

CALGARY

Alberta White Trucks Calgary Ltd.
Calgary Motor Products Ltd.
Canadian Survey Supplies Ltd.
Commercial Tire Ltd.
Cooke Motors Ltd.
Ed and Teds Service Station
Fowlie Motors Sales Ltd.
Freeman Wilson Ltd.
Halford and Valentine Ltd.
Hammill Motors Ltd.
Harry Forester Ltd.
Kendall Motors Ltd.
Modern Motors Ltd.
Renfrew Motors Ltd.
Stampede Motors Ltd.
Tuxedo Auto Service Limited

EDMONTON

Crosstown Motors Ltd.
Devonian Motors Ltd.
Dominion Motors Co. Ltd.
Edmonton Motors Ltd.
Healy Motors Ltd.
Hood Motors Ltd.
Jenner Motors Ltd.
Loveseth Ltd.
Lyons Motors
Market Tire
Miller Motor Co. Ltd.
Mills Motors Co. Ltd.
South Park Motors Ltd.
Sterling Motors Ltd.
Turnbull Motors Ltd.
Waterloo Motors Ltd.

LETHBRIDGE

Beny Chevrolet Oldsmobile Ltd.
Fred King Motors Ltd.
Horne Motors Ltd.
Imperial Motors Ltd.
Kirks Tire Sales and Service
Mechanics Sales Ltd.
North Lethbridge Motors

Automotive Firms (Con't.)

MEDICINE HAT

Beny Motor Canada Limited
Central Motors
Gardner Motors Ltd.
Jack Stephanson Pontiac Buick Ltd.
Reidy Motors Ltd.

OTHER LOCATIONS

Camrose Auto Service Ltd., CAMROSE
Central Garage Camrose Ltd., CAMROSE
Chrysler Corporation of Canada Ltd., RED DEER
Corbetts Ltd. Automotive Electric, RED DEER
J. M. Crummy Garage Co. Ltd., GR. PRAIRIE
Galon Motors Ltd., RED DEER
Jolly Motor Sales, WETASKIWIN
Loveseth Northern Ltd., GR. PRAIRIE
McFarlane Goodacre Motors Ltd., RED DEER
McTaggart, Weidner Motors Ltd., LACOMBE
Millar Motor Red Deer Ltd., RED DEER
Red Deer Motors Ltd., RED DEER
Rodacker Sales and Service Ltd., GR. PRAIRIE
Stan Reynolds Sales Ltd., WETASKIWIN
Thomson Motors Co. Ltd., GR. PRAIRIE
Westergard Motors Ltd., DRUMHELLER
Western Garage Ltd., DRUMHELLER

FINANCIAL FIRMS

CALGARY

Alberta General Insurance Co.
Beneficial Finance Co. of Canada
Canadian Acceptance Corporation
Canadian Imperial Bank of Canada
Canadian Imperial Bank of Commerce
Canadian Permanent Trust Co.
Chambers Might Saucier Peacock and Jones
Crown Trust Co.
Dominion Life Assurance Co.
Dominion of Canada General Insurance Co.
Farmer's and Merchants Trust Co.
General Insurance Co. of America
Helman Fleming and Neve
Household Finance Corporation of Canada
Huron and Erie Mortgage Corporation
MacDonald Cheeseman Moore and Atkinson
Macleod, McDermid, Love and Leilich
Manufacturers Life Insurance Co.
Montreal Trust Co.
National Trust Co. Ltd.
Royal London and Lancashire Insurance Companies
Royal Trust Co.
Security Trust Co. Ltd.
Sun Life Assurance Co. of Canada

EDMONTON

The Alberta General Insurance Co.
Archibald Edwards Wheatley and Sadownik
Bank of Montreal
Becker Weeks and Co.
Canada Permanent Trust Co.
Canada Trust Co.
Canada West Insurance Co.
Duncan Miskew Dechene Bowen Craig and Brosseau
Emery Jamieson Chipman Sinclair Lambert & Agrios
Farmers' and Merchants Trust Co. Ltd.
First Investors Corporation Limited
Friedman Lieberman and Newson
General Insurance Co. of America
General Motors Acceptance Corporation of Canada
Household Finance Corporation
James Richardson and Sons
London Life Insurance Co.
McCuaig, McCuaig, Desrochers, Beckingham & McDonald
Manufacturers Life Insurance Co.
Montreal Trust Co.
National Trust Co. Ltd.
New York Life Insurance Co.
North West Trust Co. Ltd.
Prudential Insurance Co. of America
The Royal Trust Co.
Sun Life Assurance Co. of Canada
Traders Finance Corporation Ltd.
Union Acceptance Corporation Ltd.
Wawanesa Mutual Insurance Co.
Weber Brothers Agencies Ltd.

LETHBRIDGE

Bank of Montreal
Canadian Imperial Bank of Commerce
Davidson Davidson and Williams
Household Finance Corporation of Canada
Moscovich Moscovich Spanos and Matisz & Yanosek
Toronto Dominion Bank
Virtue Russel Morgan Virtue & Morrison
Western Savings and Loan Association

MEDICINE HAT

Bank of Montreal
Beneficial Finance Co. of Canada
Canadian Imperial Bank of Commerce
Toronto Dominion Bank
Traders Finance Corporation Ltd.

Financial Firms (Con't.)

OTHER LOCATIONS

Bank of Nova Scotia, RED DEER
Canadian Imperial Bank of Commerce, RED DEER
Prudential Assurance Co. Ltd., ALBERTA
Toronto Dominion Bank, RED DEER
Traders Finance Corporation Ltd., RED DEER

RETAIL FIRMS

CALGARY

Alberta Wheat Pool
Burroughs Business Machines Ltd.
Calgary Drafting and Blue Print Co. Ltd.
Calgary Exhibition and Stampede Ltd.
Calgary Type and Office Supply Co. Ltd.
Canada Safeway Ltd.
Canadian Pacific Railway Co.
G. L. Chesney Hardware Ltd.
D. W. Clark Business Machines Ltd.
Cliff Irwin Drugs
Dollar Cleaners Calgary Ltd.
Dominion Stores Ltd.
Henry Birks and Sons Western Ltd.
Highlander Motor Hotel Co. Ltd.
Holt Renfrew and Co. Ltd.
Hotel Wales
Hotel York Ltd.
Industrial and Road Equipment Ltd.
International Business Machines Co. Ltd.
Jenkins Food Fair (Tom-Boy Div.)
Lewis Stationery (1961) Ltd.
MacLeod Brothers Ltd.
Macleods Ltd.
McArthur Furniture Co. Ltd.
Medical Arts Prescription Pharmacy
Metropolitan Stores Ltd.
Neilson Furniture Co. Ltd.
Noble Hotel
F. E. Osborne Ltd.
Palliser Hotel
The Parisian
Payless Stores Ltd.
Peoples Credit Jewellers Ltd.
Premier Ontario Launderers and Dry Cleaners
Radio Centre Co.
Remington Rand Ltd.
Sykes Imperial Furniture Store Limited
Royal Hotel
Silvester Building Supplies Ltd.
Steinbergs Furniture Limited
Street Robbins Morrow Ltd.
Tamblyn Western Limited
Terrill Flowers Ltd.
Tom Moody Co. Calgary Ltd.
Underwood Ltd.
United Grain Growers Ltd.
Waterous Ltd.
Webber Hardware Ltd.
Western Canadian Greyhound Lines

EDMONTON

Addressograph Multigraph Can. Ltd.
R. Angus (Alberta) Ltd.
Arcade Limited
Bapco Paint Supply Ltd.
Bulldog Building Supplies Co. Ltd.
Campbells Furniture Ltd.
Canada Safeway Ltd.
Canadian Motor Transfer Ltd.
Canadian National Express
Canadian National Telegraphs
Ched Ltd.
Chic Shoe Stores
Corona Hotel Co. Ltd.
Edmonton Cold Storage Ltd.
Gateway Hotel
Gestetner Canada Ltd.
Greyhound Lines
Henry Birks and Sons (Western) Ltd.
Hotel Jasper
IBM Co. Ltd.
Industrial and Road Equipment Ltd.
King Edward Hotel Co. Ltd.
McArthurs Ladies Wear
The Macdonald Hotel
MacKillop Electric Ltd.
Mayfair Hotel Ltd.
Metropolitan Stores Ltd.
National Cash Register Co. of Canada Ltd.
New Method Laundry Ltd.
Northern Drafting Blue Print Co. Ltd.
Northern Transportation Company Ltd.
Page the Cleaner and Furrier
Park Hotel
Pitney Bowes of Canada Ltd.
Prudham Building Supplies Ltd.
Riviera Hotel Co. Ltd.
Ross M. Rodger Ltd.
Saskatoon Welding and Machine Ltd.
Security Storage
Shannon Glass Ltd.
Sharp MacNeill Limited
Shores Credit Jewellers Ltd.
Sunley Electric Co.
Underwood Ltd.

Retail Firms Edmonton (Con't.)

Union Tractor and Equipment Co. Ltd.
Universal Concrete Accessories Ltd.
Walk Rite Ltd.
Walter Ramsay Ltd.
Warwood Office Equipment Ltd.
Watrous Equipment Ltd.
J. A. Werner Hardware Co. Ltd.

LETHBRIDGE

Advance Lumber Co. Ltd.
Alexandra Hotel
Avenue Shoes
Camms Shoes Ltd.
Canada Safeway Limited
Capital Furniture Stores Lethbridge Ltd.
Dominion Stores Ltd.
Draffins Drug Store
El Rancho Hotel Ltd.
Frache Brothers Ltd.
Hoyt Hardware Ltd.
John Black's Mens Shop
Lethbridge Hotel Co. Ltd.
Lethbridge Laundry and Dry Cleaners
McArthurs Ladies Wear Ltd.
D. Macleod and Son
Macleods Ltd.
Majestic Theatres Ltd.
Marquis Flower Shop
Marquis Hotel
Metropolitan Stores Ltd.
Munroes Pharmacy Ltd.
New Garden Hotel Ltd.
Seventy Seven Oil Co. Ltd.
Singer Sewing Machine Co.
Southern Alta Co-op Ass'n Ltd.
Stokes Drug Co. Ltd.
Stubbs Pharmacy Ltd.
Trimble Tire Supply Ltd.

MEDICINE HAT

Black Hardware Ltd.
Bond Clothes and Hat Shop
Canada Safeway Store #211
Cosmopolitan Hotel Co. Ltd.
Dunn Electric
Hat Hardware
Hutchings & Sharp Clothing Ltd.
IGA Foodliner
Macleods Limited
Medicine Hat Steam Laundry
J. J. Moore and Son Ltd.
Nu Tone Cleaners and Shirt Laundry
Park Lane Motor Hotel
Red Owl Foods
Revelstoke Sawmill Co. Ltd.
Royal Hotel
Singer Sewing Machine Co.

OTHER LOCATIONS

Canada Safeway Ltd., RED DEER
Donald Hotel, GR. PRAIRIE
W. S. Ford Furniture, RED DEER
Gaetz Cornett Drugs & Book Co., RED DEER
Grande Prairie Cleaners Ltd., GR. PRAIRIE
Hanson Hardware Grande Prairie Ltd., GR. PRAIRIE
F. M. Hayhoe Plumbing and Heating, RED DEER
IGA Foodliner, GR. PRAIRIE
J and P Food Stores Ltd., STETTLER
Loblaws Groceteria Co. Ltd., RED DEER
Pahal Motors Ltd., WETASKIWIN
Red Deer Co-op Ltd., RED DEER
Red Deer Steam Laundry, RED DEER
Valley Hotel, RED DEER
Waldorf Hotel Drumheller Ltd., DRUMHELLER
Waterous Equipment Ltd., GR. PRAIRIE
York Hotel, GR. PRAIRIE
Macleods Ltd., LLOYDMINSTER

INSTITUTIONS

CALGARY

Alberta Childrens Hospital
Dr. E. F. Allison
Baker Memorial Sanitorium
Calgary General Hospital
Calgary Associates Clinic
Calgary Public Library
Colonel Belcher Hospital
Grace Hospital
Holy Cross Hospital
Dr. Harry B. Johnson
Mount Royal College
North Hill Medico Dental Clinic
Dr. Ralph R. Rowe
University of Alberta

EDMONTON

Aberhart Memorial Sanitorium
Allin Clinic
Baker Clinic
Belmont Rehabilitation Centre
Charles Camsell Indian Hospital
College of Physicians & Surgeons of Alberta
Edmonton General Hospital

LIST OF FIRMS PARTICIPATING IN SALARY AND WAGE RATE SURVEY -- 1964 (Con't.)

Institutions Edmonton (Con't.)

Edmonton Public Library
Links Associated Clinic
Misericordia Hospital
Provincial Mental Institute (Oliver)
Research Council of Alberta
Drs. S. Riskin and R. S. Margolis
Royal Alexandra Hospital
University of Alberta.
Department of Computing Science
University of Alberta Hospital
Wienlos Clinic
Dr. W. R. B. Wilson
Workmen's Compensation Rehabilitation Clinic

LETHBRIDGE

Bigelow - Fowler Clinic
Campbell Clinic
Dr. R. D. Lamb
Lethbridge Auxiliary Hospital
Lethbridge Municipal Hospital Dist. No. 65
Lethbridge Public Library
St. Michael's General Hospital
Dr. F. T. Wood

MEDICINE HAT

Medicine Hat Municipal Hospital
Medicine Hat Public Library

OTHER LOCATIONS

Archer Memorial Hospital, LAMONT
Claresholm Municipal Hospital, CLARESHOLM
Deerhome Institute, RED DEER
Dobson Associated Medical Clinic, GR. PRAIRIE
Drumheller Associated Physicians, DRUMHELLER
Drumheller Municipal Hospital, DRUMHELLER
Grande Prairie Municipal Hospital, GR. PRAIRIE
Hanna Municipal Hospital, HANNA
Lacombe Municipal Hospital, LACOMBE
Lloydminster Hospital, LLOYDMINSTER
Manning Municipal Hospital, MANNING
Mineral Springs Hospital, BANFF
Olds Municipal Hospital, OLDS
Parsons Clinic, RED DEER
Ponoka Municipal Hospital, PONOKA
Providence Hospital, HIGH PRAIRIE
Provincial Mental Hospital, PONOKA
Provincial Training School, RED DEER
Red Deer Municipal Hospital, RED DEER
St. Johns' Hospital, EDSON
St. Catherine's Hospital, LAC LA BICHE
St. Marys' Hospital, CAMROSE

Institutions Other Locations (Con't.)

St. Therese Hospital, ST. PAUL
Drs. Siemens and Shipowick, RED DEER
Smith Clinic, CAMROSE
Two Hills Municipal Hospital, TWO HILLS
Wainwright Municipal Hospital No. 17, WAINWRIGHT
Wetaskiwin Municipal Hospital, WETASKIWIN

CONSTRUCTION FIRMS

CALGARY

Art Sullivan and Co. Ltd.
Bamlett Construction Ltd.
Bird Construction Co. Ltd.
Blais and Sheddon
Buchan Construction Co.
Burns and Dutton Concrete and Construction Co. Ltd.
J. A. Cawston and Associates
Clayton Bond and Mogridge
Con Force Products Ltd.
J. H. Cook and Associates
Haddin Davis and Brown Ltd.
Lamb T. McManus and Associates Ltd.
Larwill Construction Co.
McTavish McKay and Co. Ltd.
Mannix Ltd.
Mountview Construction Ltd.
Nodwell Brothers Ltd.
Parsons and McGregor
Poole Construction Co. Ltd.
Poole - Pritchard Canadian Ltd.
Quality Construction Ltd.
Rule Wynn and Rule
Standard Gravel and Surfacing Canada Ltd.
J. Stevenson and Associates
Watson Construction Co. Ltd.

EDMONTON

Aberdeen Groves and Hodgson
Adby Construction and Transport Co. Ltd.
Alldritt Construction Co.
Associated Engineering Services Ltd.
Atlas Construction Co. Ltd.
Banister Construction Ltd.
Brown and Root Ltd.
J. K. Campbell and Associates Ltd.
Campbell and Jenkins
Canadian Comstock Co. Ltd.
A. V. Carlson Construction Ltd.
Christensen and MacDonalds Ltd.
Dales Brothers Ltd.
Diamond Clarke and Associates

Construction Firms Edmonton (Con't.)

Dominion Construction Co. Ltd.
Dupuis and Dunn
G. W. Golden Construction Ltd.
Haddin Davis and Brown Ltd.
R. M. Hardy and Associates Ltd.
Hume and Rumble Limited
Kasten and Longworth and Associates Ltd.
Lockerbie and Hole Western Ltd.
McKernan and Bouey Architects
John A. MacDonald
Maclab Construction Co. Ltd.
Majestic Contractors Ltd.
Materials Testing Laboratories Ltd.
Matheson Engineers and Construction Ltd.
Mix Brothers Construction Co. Ltd.
New West Construction Co. Ltd.
C. C. Parker Whittaker and Co. Ltd.
Piggott Construction Ltd.
Quality Construction (Edmonton) Ltd.
Rensaa Minsos and Associates Ltd.
Rule Wynn and Rule
Stanley K. C. and Company
Stanley Grimble Roblin Ltd.
Warnock Hersey Co. Ltd.
W. C. Wells Construction Co. Ltd.
Williams Brothers Canada Ltd.

LETHBRIDGE

Bird Construction Co. Ltd.
Charlton and Hill Ltd.
Crestline Builders Ltd.
N. H. Fooks and Associates
Lethbridge Excavating Pipe Line Limited
McNeely Brothers Construction Lethbridge Ltd.
Meech Mitchell Robins and Associates
Oland Construction Ltd.
Pahulje Construction Ltd.
Pyke and Holberton Ltd.
Tanner Building Supplies Ltd.

MEDICINE HAT

Johnson Construction Company Ltd.
Paul Stober Construction Ltd.
Wahl Construction Ltd.

OTHER LOCATIONS

Alton Construction, RED DEER
Britton Construction, RED DEER
C. Burrows Construction Ltd., CAMROSE
Ferguson Supply Alberta Ltd., GR. PRAIRIE
W. R. Sandquist Construction, RED DEER
McLean Service and Construction Ltd., DRUMHELLER